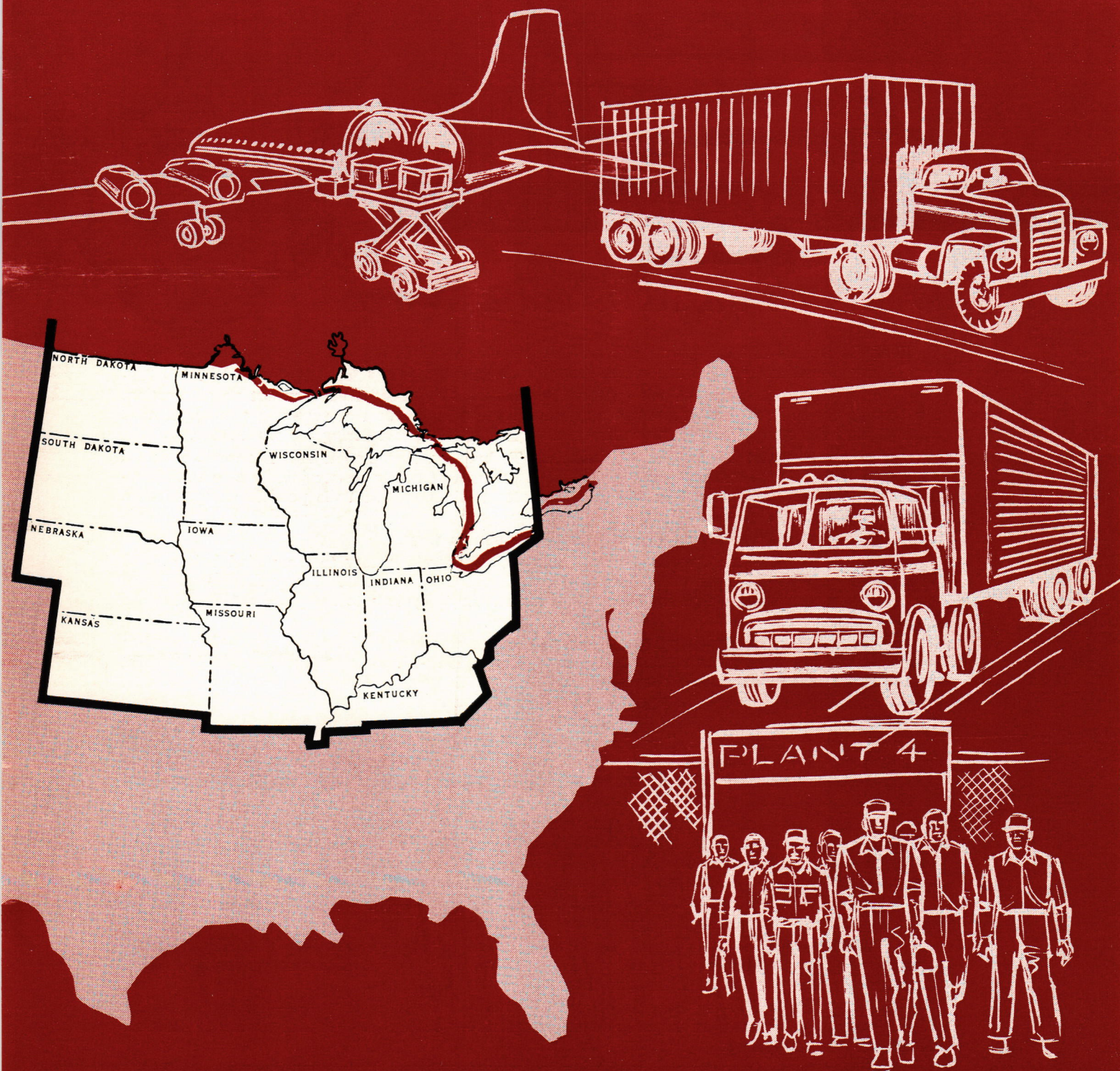


THE INTERNATIONAL  
*Teamster*  
DEDICATED TO SERVICE

MARCH, 1966



**CENTRAL CONFERENCE MEETING HELD IN DETROIT... see page 4**





## LABOR'S PLACE IN HISTORY

### *Subtle Attack on Minimum Wage--*

ONE of the ironies that has grown like an indestructible weed in the free enterprise flower pot is that in any discussion of wages this nation readily and regularly forgets what it learned 50 years ago.

A depressing illustration of this appeared in the recent Presidential panel report on automation. An obscure phrase in the report reflected a heartless idea that a handful of academic economists have been pushing for some time: A lower minimum wage for teenagers entering the work force.

The report of the National Commission on Technology, Automation and Economic Progress concluded that if the government does inaugurate a program of public service jobs to ease unemployment, that the wages should not be less than the federal minimum "with the possible exception of a partial exemption for youth."

In other words, pay teenagers a substandard minimum wage.

The notion, of course, would roll back our socio-economic history to the period before 1912 when there were no minimum wage laws anywhere in the land. It would destroy the philosophy of the legal minimum wage, which is, that society has certain obligations to safeguard the life standard of its members.

The history of our minimum wage—the innovation was borrowed from Europe—began when Massachusetts and eight other states enacted such laws in 1912-13. The enactments mirrored a great deal of social unrest understood by organized labor. The minimums applied only to women and minors, however. In 1923, the minimum wage movement came to a halt when the U.S. Supreme Court held that such laws were invalid except as applied to minors.

With the onslaught of the Great Depression in the 'thirties, a few states resumed minimum wage legislation. In 1937, the Supreme Court—recognizing urgent needs voiced mostly by organized labor—upheld the constitutionality of such laws for millions of women who had begun to join their husbands in the depression drudgery of winning bread.

The crowning achievement, promoted by a dedicated labor movement, was the establishment of a federal minimum wage in the Fair Labor Standards Act of 1938. By the time of the Korean War, nearly all states that lacked them had enacted minimum wage laws to supplement the federal standard. Or, as in the example of Arkansas' \$1.50 daily minimum, to undermine the federal standard.

Today there are those who would erase this painful progress with a split minimum wage—one for adults and a subminimum for youngsters.

Aside from discriminating against youth, which already has enough handicap in the labor market, subminimum pay for teenagers eventually would destroy the concept of a minimum wage for all workers. It also would revive a new national scandal of child labor exploitation.

Employers who now cry that youngsters aren't worth \$1.25 an hour would—with the enactment of a subminimum for teenagers in public service programs—suddenly discover that youth had all kinds of attractive work qualities.

Splitting the minimum wage, as unfeeling eggheads recommend, is a medieval solution. Advocates of such a plan would be more faithful to their consciences if they recommended the policy which kings decreed after the Black Death ravaged Europe 600 years ago: Fix a maximum pay standard to prevent rise of wages above a level set by the employers who toadied to the kings.

For whatever reason, can a Great Society afford to countenance subminimum wages for anyone?



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# THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

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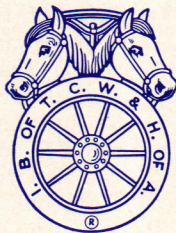
Volume No. 63, No. 3

March, 1966

<b>Central Conference Meets in Detroit</b> <i>Delegates warned of encroachments on bargaining</i>	4
<b>Hoffa Honored at Testimonial Dinner</b> <i>Joint Council 43 turns out to praise leader</i>	8
<b>Joseph Trerotola Appointed to Executive Board</b> <i>New York leader becomes 13th vice president</i>	10
<b>National Construction Division Holds Meeting</b> <i>Reviews policy and past year's progress</i>	11
<b>Sikorsky Workers Ratify New Agreement</b> <i>Contract called best in aero-space industry</i>	13
<b>Agreement Reached in Long Battle with Pepsi Cola</b> <i>Local 812 members hold firm to protect benefits</i>	14

## A SPECIAL REPORT:

### On Page 22, A SPECIAL REPORT Salt Miners in Detroit Find Better Representation In Teamsters Union



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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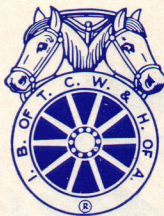


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## From The



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## FIELD

### **Local 52 President Retires After 30 Years**

William H. Long, president of Teamster Local 52 in Cleveland, Ohio, retired recently after serving the local union as an officer for 30 years.

Long was first elected a trustee in 1935 and five years later was elected as a full-time business representative, a position he held until retirement.

Besides local union responsibilities, Long also was active in the formation and expansion of the Ohio Teamsters Credit Union, and also devoted time to the health, welfare, and hospitalization field in Northern Ohio.

### **Retired Teamster Is Zoning Inspector**

Cecil Eckman, a retired member of Teamster Local 377 in Youngstown, Ohio, who drove 50 years over the road in Ohio, Michigan, and Pennsylvania without a chargeable accident, is now zoning inspector of Milton Township in Ohio.

Eckman's driving history goes back to the age of 15 when he started driving a 1910 Pierce-Arrow 2-ton truck and considered himself "in the money" at 35 cents an hour for a 60-hour week.

Most of Eckman's driving through the years was for lumber and oil companies.

### **Charter Member Of Local 319 Dies**

Simon Josephson, a charter member and first secretary-treasurer of Teamster Local 319 which was chartered in St. Paul, Minn., Feb. 25, 1937, died recently after a long illness.

Josephson had been on pension since January, 1963. He was a driver for the American Family Laundry for 41 years.

### **Teamster Reelected Housing Chairman**

Alan E. Kline, secretary-treasurer of Teamster Local 776 and labor representative to the Harrisburg, Pa., Housing Authority, recently was reelected chairman of the Authority at an annual organization meeting.

In addition, Kline was honored with a certificate of recognition for 12 years' outstanding service by the Pennsylvania Association of Housing and Redevelopment Authorities.

Originally appointed to the Housing Authority by Governor Fine in 1953, Kline was reappointed by Governors Leader and Lawrence. He served

as vice chairman for several years and was elected to the chairmanship a year ago upon the death of the chairman.

Kline has been secretary-treasurer of Local 776 for 28 years.

### **Teamster Daughter Cited as Heroine**

Edna L. Roshone, 15-year-old daughter of Mr. and Mrs. Elmer Roshone—both of whom are members of Teamster Local 324 in Salem, Ore.—recently was awarded a medal and \$750 for her heroic feat of rescuing four children from a fire.

Miss Roshone was babysitting at a home when she discovered a fire. By the time the girl had gotten the children outside, the burning house was filled with smoke.

While four children were rescued by the alert teenager, two others unfortunately died in the blaze.

Miss Roshone received a bronze medal from the Carnegie Hero Fund Commission along with the \$750 award.

### **Maintenance Man Saves Two Lives**

Darrell Bradshaw, a member of Teamster Local 448 in Missoula, Mont., recently was commended by highway authorities for his courage in saving the lives of a man and his wife following an auto accident.

Bradshaw, employed by the Missoula Maintenance Department and stationed at Drummond, Mont., was following a car containing Mr. and Mrs. Jacob Prins of Hamilton, Mont., when the auto slid off a curve and plunged into the Clark Fork River.

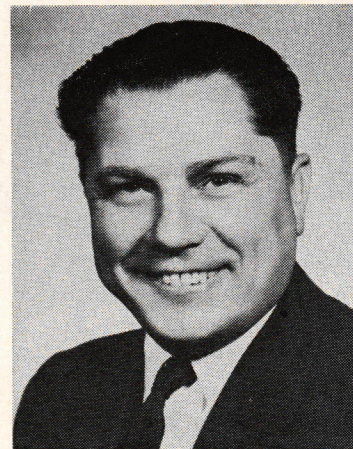
The Teamster was forced to continue down the road a short distance before he could find a spot to turn his maintenance truck around. When he returned to the accident location to give assistance, two motorists at the scene informed Bradshaw that the people in the car were dead.

Bradshaw did not believe it and although he could not swim, he plunged into the river and fought his way to the car which was submerged in five feet of water. He pulled Mrs. Prins out of the only door which would open and carried her to the river bank, then returned for Mr. Prins and rescued him.

Bradshaw covered the accident victims with blankets obtained from a nearby ranch after using his truck radio to get an ambulance started from Missoula. The husband and wife were removed to a hospital and recovered from their ordeal.



## *Message of the General President*



# **Assist the Elderly**

TEAMSTER members across the land know the benefits of health and welfare plans which help take up the slack when medical bills eat into the family budget.

The end of this month is an important deadline for elder citizens of the Nation in the area of medical insurance.

March 31st is the deadline for enrollment in the supplemental insurance plan under Medicare. This supplemental plan will become effective July 1, 1966, for persons 65 years of age or older.

I want to take this opportunity to remind all of our members that they should urge mothers and fathers and other members of their families eligible for this benefit to enroll.

This supplemental insurance will cover doctor bills, including house calls by physicians, office visits, and doctor services rendered in a hospital, nursing home or institution. It also covers dental surgery, psychiatric care, diagnostic tests, radiation therapy, surgical dressings, rental of medical equipment, ambulance service, and other needs and services not covered under the basic Medicare plan.

The monthly premium for supplemental health insurance starts at \$6 a person of which the Federal government will pay half—\$3.

The initial enrollment period of supplemental health insurance—for persons who were 65 years of age before last January 1st—ends March 31, 1966. Those who fail to sign up during the initial enrollment period will not get another chance until the next enrollment period which begins October 2, 1967, with an increase in the monthly premium to \$3.30.

Other senior citizens who become 65 years of age after January 1, 1966, may enroll for the supplemental health insurance during a 7-month period before the 65th birthday.

Medicare and the supplemental insurance benefits are something organized labor has fought for for years. Teamsters were in the front lines of this battle for long-needed legislation to protect our elder citizens. It is one of these rare pieces of social legislation which comes out of the legislative mill all too seldom.

Teamsters have supported passage of Medicare for several reasons:

1. The elderly people of the Nation need and deserve this kind of help at a time in life when medical services are required with greater frequency.

2. Teamster families with older members have often seen their own family budgets upset by medical bills for mothers and fathers. Even though more than willing to help in a time of need, Teamsters advocate the pay-as-you-go aspects of Medicare through social security. Our members can now provide for medical care in their retirement during the productive years of their lives.

I urge each and everyone of you to assist the elder members of your family to enroll in the supplemental program.

It is something they have earned over the years by their service to the country.

These important benefits should not be denied them now because we younger ones fail to help them with unfamiliar forms and procedure and the newness of the program itself.

*James R. Hoffa*



## STATE OF THE UNION

### In Detroit

# Central Conference Delegates Warned Of Restrictions on Collective Bargaining

DELEGATES to the 10th Central Conference of Teamsters in Detroit last month got a first-hand exposure to alarming realities facing the trade union movement in the months to come.

Speaker after speaker related ex-

periences with court decisions and government rules which threaten collective bargaining today.

Teamster General President James R. Hoffa, who is also chairman of the Central Conference, declared:

"We are worse off in 1966 than we

were in 1935. In the early 1930's they gave us legislation to organize and bargain for our members. We became successful, and since that time they have whittled away our rights one at a time.

"We must reverse that cycle by in-

Teamster General President James R. Hoffa, chairman of the Central Conference of Teamsters, addresses a meeting of that affiliate last month in Detroit. Hoffa declared that labor is worse off in 1966 than it was in the 1930's. "Then

they gave us the right to organize and bargain collectively. We were successful, and since then they have been whittling away our rights one at a time," Hoffa declared. More than 1000 delegates and guests attended.



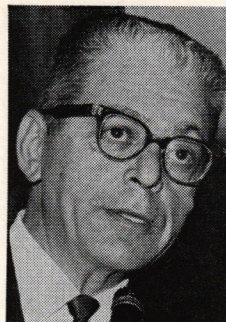




**Earl Drange**  
Industrial  
Division



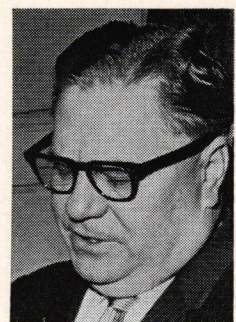
**Dave Sark**  
Public Employees  
Division



**Al Meuller**  
Cannery  
Division



**Morris Coleman**  
Warehouse  
Division



**Paul Priddy**  
Freight  
Division

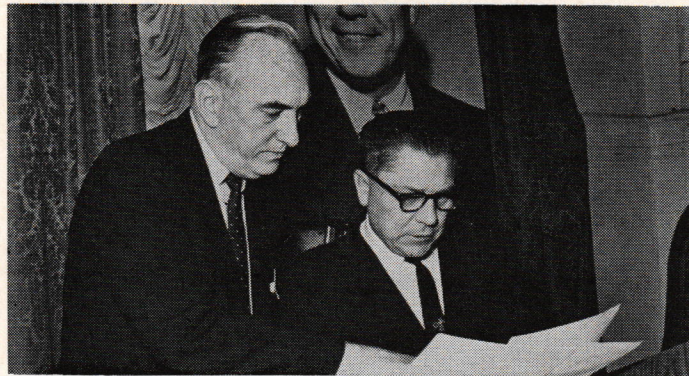
creased emphasis on political action. Failing that, regardless of our strength, we are subject to the adverse decisions of the courts and the adverse rulings of government agencies which dilute our contracts and the benefits and wages we have obtained over the years

ings at the Sheraton Cadillac Hotel, speaker after speaker outlined the need for common expiration dates in contracts, and for area-wide, industry-wide, and national agreements as the answer for a labor movement beset by the effects of restrictive labor legisla-

National Labor Relations Board are so far removed from the everyday realities of collective bargaining that they must rely on what some lawyer puts down on a paper in a brief. This is a poor vantage point for one whose decisions can and do adversely affect



**Thomas E. Flynn**  
Director  
Eastern Conference



**Teamster General President James R. Hoffa, Central Conference chairman, and Conference Secretary-Treasurer Harold J. Gibbons, shown conferring on a matter to be brought before delegates to 10th Central Conference Meeting, held last month in Detroit.**



**Murray W. Miller**  
Director  
Southern Conference

for our members."

Hoffa's warning came on the heels of an extensive review of recent rulings and decisions which affect labor by Chief Labor Counsel David Previant. Previant, too, declared that the course to prevent further erosions of labor's basic rights is intensified political action.

During two days of division meet-

tion at almost every turn.

Hoffa declared that the salvation for the labor movement—not just the Teamsters—"is to negotiate city-wide and area-wide and national agreements to avoid the pitfalls of anti-trust applications of the law. Common expiration dates are a must," he said.

"The problem is," Hoffa stated, "that members of the courts and the

the economies of the nation's working men and women."

Speaking before the Central Conference Warehouse Division, Hoffa said:

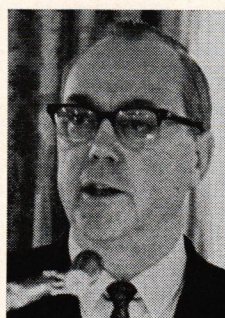
"It is a revealing day when we gather to analyse the distribution process in this country which directly affects the people we represent. We find that profits continually increase

*(Continued on next page)*

**Roy Williams**  
Freight  
Division



**Jack Jorgenson**  
Warehouse  
Division



**Stephen Schultz**  
Automotive  
Division



**Dave Johnson**  
Freight  
Division



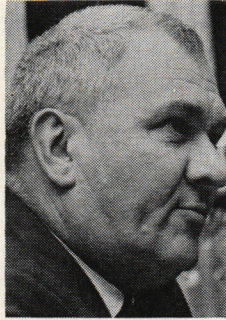
**Ray Schoessling**  
Brewery, Soft Drink  
Division







**Joe Bernstein**  
Warehouse  
Division



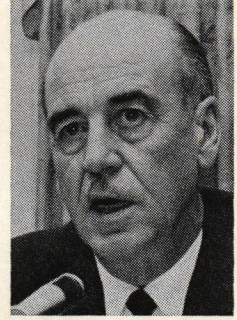
**Otto Wendel**  
Michigan  
Legislative



**Louis Triscaro**  
Construction  
Division



**Sidney Zagri**  
National  
DRIVE



**Randy Miller**  
Southern  
Conference

and go to fewer and fewer concerns. The employer is no longer asleep. He will meet the hourly rate to avoid the cost of fringe benefits which come with unionization of his plant."

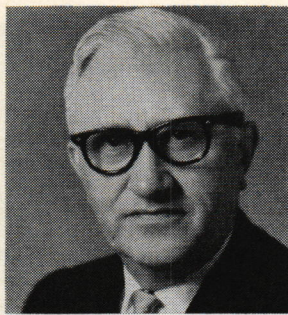
To emphasize the effect of consolidation of industry, Hoffa said, "one needs only recognize that 14 national

mergers and automation, we must organize on a 10 to 1 ratio to maintain the status quo or realize only a small increase in membership," Hoffa said.

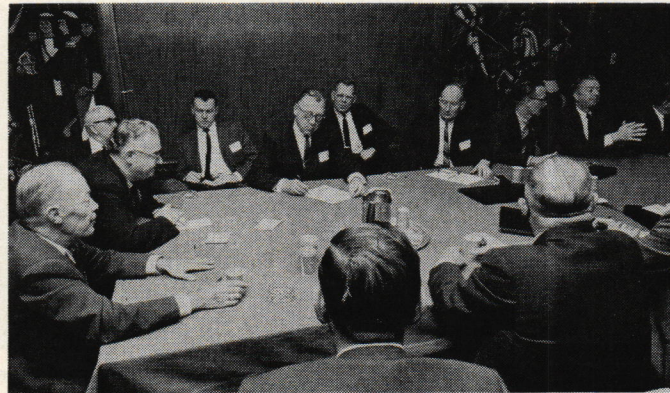
Emphasizing the serious need for greater cooperation between local unions in dealing with the nation's giants of industry, Hoffa declared that

changes in the nation's distribution system. We are now faced with huge aggregations of capital. Single local unions can no longer handle big chains alone, and we must develop the technique to promote national agreements."

Gibbons cited benefits which have



**Gordon Conklin**  
Policy  
Committee



**A meeting of the Taxi Division of the Central Conference of Teamsters in progress in Detroit.**



**John T. O'Brien**  
Policy  
Committee

concerns control the distribution of food in this country."

Of the effect of consolidation of industry and its effect on the union, Hoffa related that the Central Conference of Teamsters has organized more than 450,000 new members in the last three years, but "we realize a net gain in membership of only 33,000. Because of consolidation,

there will be amendments offered at the International Union Convention in July which will deal with industry-wide and national agreements.

Harold Gibbons, secretary-treasurer of the Central Conference and director of the IBT National Warehouse Division, told the warehouse meeting:

"Area-wide and national agreements are necessary because of drastic

accrued from a national agreement with Kroger, benefits which include success in handling grievances, economic gains for the workers, and bargaining recognition "where we have never been recognized before."

He stated further:

"Because the big are getting bigger, we have even more reason for area,

**Robert Holmes**  
Warehouse  
Division



**Lawrence Steinberg**  
Joint  
Council 20



**David Previant**  
Legal  
Counsel



**Whitney Elliott**  
Bakery  
Division



**Howard Haynes**  
Dairy  
Division





industry-wide and national agreements. It is now an economic reality of life. National agreements are number one on the agenda of the International Union. Mergers and legislative restrictions are additional reasons making this approach the only one which will provide our membership with the wages and benefits they deserve and need," Gibbons said.

International Union Legislative Counsel Sidney Zagri told the delegates that organized labor faces a poor prospect in the current session of Congress.

Zagri cited poor prospects for improvements in the Fair Labor Standards Act, Situs Picketing, Unemployment Compensation, and other measures important to labor.

A few days later in Washington, D. C., labor's number one legislative goal—repeal of Section 14(b), the compulsory open shop provision of Taft-Hartley—fell victim to a filibuster led by Senator Dirksen (R-Ill.).

Zagri suggested that labor would be better off if Congress adjourned immediately. He reviewed measures pending in Congress such as anti-strike legislation, anti-trust proposals, measures calling for compulsory arbitration, and others which would undermine labor's right to bargaining freely with employers.

#### Alarming Erosion

It was against this background that Hoffa urged Conference delegates to return to their home local unions and appraise their rank-and-file members of the alarming erosion of labor's rights by the courts and government agencies.

In division meetings, delegates reviewed problems peculiar to their various jurisdictions, and the theme of area-wide, industry-wide, and national contracts was woven throughout the discussions.

Ray Schoessling, head of the CCT brewery and soft drink division, told the delegates of a soft drink strike in New York which underlined the need for common expiration dates.

Said Schoessling:

"New York was having a World's Fair. There was a water shortage. It was a hot, dry summer in N. Y. C. It was an ideal soft drink situation, and management refused to bargain."

That strike, only recently settled, lasted 258 days and halted bottling and curtailed distribution in four of New York City's five boroughs.

Otto Wendel, DRIVE Director for

the State of Michigan, reported to the delegates on achievements in the legislative field, which included an amendment to the state act barring public employees from joining unions, which reclassified owner-operators as employees of the contractor, which amended the dental code to permit panel dentistry under health and welfare plans, and which permits longer length for car haulers to make them more competitive.

Hoffa called the three-day Central Conference meeting a huge success. "We have had greater attendance at trade division meetings than any Conference I ever attended. It is most gratifying to the Conference policy committee," he said.

The Central Conference policy committee is made up of Hoffa, chairman; John T. O'Brien, vice chairman; Harold J. Gibbons, secretary-treasurer; and members Gordon Conklin, Frank Fitzsimmons, and Roy Williams.

#### ● Grocery Supply

Employees of the Grocers Supply Co., Inc., in Houston, Tex., voted unanimously for representation by Teamster Local 968 in a recent National Labor Relations Board election.

R. G. Miller, secretary-treasurer of Local 968, said the new bargaining unit includes 18 mechanics, welders, maintenance men and paint and body men.

#### ● L. A. Election

A majority of truck drivers employed by Van Gas, Inc., doing business as Rich Gas Co., in Rosemead, Calif., voted for Teamster representation in a recent National Labor Relations Board election.

M. E. Anderson, secretary-treasurer of Teamster Local 986 in Los Angeles, said that of 12 drivers eligible to vote, 7 were in favor of the union and 3 were against.

## Blowing 'em Down



Teamster General President James R. Hoffa made quick work of the candles on his birthday cake February 14th at International Union headquarters in Washington, D. C. Lending support is Teamster First Lady Josephine Hoffa. The candles symbolized that Hoffa is 3 years into his 50's, one of the youngest and most energetic of the nation's labor leaders.





A partial view of the huge throng which filled the dining area of Cobo Hall in Detroit last month for a Jimmy Hoffa testimonial dinner. Said Hoffa: "We have survived because of

my faith in my friends, my belief in myself, and we will continue the fight. No matter how bad it becomes, people like you will make it all right."

## Hoffa Honored at Testimonial in Detroit

A HUGE THRONG of friends and well-wishers of Jimmy Hoffa jammed the dining area of Detroit's Cobo Hall last month to honor the general president of the International Brotherhood of Teamsters.

It was fitting that the affair should be held in Detroit. It was there that Hoffa began as a Teamster more than 30 years ago.

It was in Detroit where daily he laid his reputation on the line as he built his local union and worked around the clock for the men he represented then and still represents today.

Under close scrutiny those many years by those who really got to know him, Hoffa had more than measured up—as the words of the testimonial dinner speakers attested.



Host for the dinner was the Central States area. Co-chairmen were Frank Fitzsimmons (right), International Union Vice President and Vice President of Hoffa's home Local 299; and Robert Holmes (left), secretary-treasurer of Joint Council 43. Both have been with Hoffa in the Teamster movement in Detroit from the beginning.

Approximately 1,800 attended the \$100-a-plate affair. The money will go

to Hoffa to defray legal expenses incurred as he battled back against attacks on the Teamsters Union which began with the infamous McClellan Committee.

Speaker after speaker hit on a common theme, at the dinner: "Here is a man who never took the easy way out when a fight involved working men and women of the nation; and he never let a friend down."

Although it was a home-town affair, the speakers came from far and wide: International Union Vice Presidents Frank Fitzsimmons, of Detroit; Thomas E. Flynn, of Washington, D. C.; Murray M. Miller, Dallas; Harold Gibbons, St. Louis; Anthony Provenzano, Union City, N.J.; Gordon Conklin, St. Paul; George Mock, Sacramento, Calif.; John T. O'Brien, Chicago; Joseph Diviny, San Francisco.

A similar theme was struck by Robert Holmes, secretary-treasurer of Detroit Joint Council No. 43, who was master of ceremonies.

David Previant, of Milwaukee, chief labor counsel for the International Union who has worked with Hoffa for more than 25 years, was feature speaker for the evening. He acknowledged that it was a distinct honor to be called upon.

Said Hoffa at the conclusion of the evening:

Roses for Mrs. Hoffa were presented by Robert Holmes, life-long friend of the Hoffas, and co-chairman of the dinner. Seated left to right are son-in-law Robert Crancer, and the Hoffa children, Barbara Crancer, and James Hoffa, Jr.





"We have made enemies because we have refused to accept that anyone could dictate to us with the exception of the members of the Teamsters Union.

"My family and I have spent anxious hours waiting from the time of an indictment until a trial began. Then we spent anxious hours waiting for a verdict. Again, there was the long turmoil between a conviction and an appeal to the higher courts. It has been a long treacherous, tortuous road which has been littered with stool pigeons, manufactured evidence and the headlines and the editorials.

"That is the road I have lived for 9 long years. It has been a long trip from a dock on Green Street here in the City of Detroit to a marble hall in Washington, D. C.

"It has been estimated that the U. S. Government has spent many millions of dollars of the taxpayer's money trying to convict me.

"We have survived because of my faith in my friends, my belief in myself, and we will continue the fight.

"I have no complaints on the hours put in because my family has its health and I have my own.

"My hope is that we will continue to live in a democracy which recognizes one's right to live alone and free, regardless of race, color or creed."

#### Family Affair

Declared Hoffa:

"No matter how bad it becomes, people like you will make it all right."

Although it was billed as a Jimmy Hoffa affair, the honor went, also, to his family seated directly below the speaker's rostrum—Mrs. Hoffa whom Teamsters know as Josephine or Jo; Jimmy Jr., and Barbara Crancer; and Barbara's husband, Robert Crancer.

Everyone knew that they had been in the front lines of the battle, too, in the struggle Hoffa spoke of.

It was an emotional moment when Robert Holmes presented a bouquet of roses to Mrs. Hoffa.

The moment was symbolic of the women behind the men in Teamster affairs, whether the affair be a happy occasion like the testimonial dinner, or a picket line, or any one of the many disputes and heartbreaks which befall one working for the betterment of his fellow man.

Hoffa told the group that "my life has been the Teamsters Union." When the guests rose to cheer, one got the feeling that they were the fortunate

ones, fortunate because this man had given all but his very early years to their organization.

The Central States area was host to the affair. Co-Chairmen were International Union Vice President Frank Fitzsimmons and Robert Holmes, Joint Council 43 secretary-treasurer, both of whom have been Teamster cohorts of Hoffa from the beginning.

Credit for the huge success at Cobo Hall belongs to many who labored anonymously to please a man who has been very pleasing to them over the years.

### • Texans Added

Winton Cold Storage Co., Houston, Tex., recently recognized Teamster Local 968 as bargaining representative for 14 employees in production and maintenance after a card check.

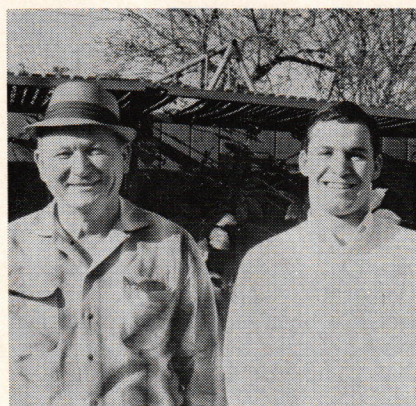
A. W. Parker, Local 968 business representative, said the job classifications also included shipping and receiving clerks in the new collective bargaining unit.

Parker said that in a National Labor Relations Board election at Southern Drug, Inc., of Houston, five truck drivers at the wholesaler voted unanimously for representation by Local 968.

### • In Mississippi

Two representation elections conducted by the National Labor Relations Board were won recently by

### Teamster and Son



Frank Beban, a member of Teamster Local 85 in San Francisco, Calif., is mighty proud of his son, 19-year-old Gary Beban, who quarterbacked the UCLA Bruins to an upset win over Michigan State in the latest Rose Bowl tussle. Gary, a sophomore last season, gained 1,336 yards passing and 791 yards rushing—better than 7 yards every time he touched the ball!

## Driver Injured In Rescue Attempt

Wayne Black, a member of Teamster Local 872 in Charleroi, Pa., was injured recently in a freak accident in which a person he was trying to save was killed instead.

Black had parked his vehicle off the highway after running out of fuel and was walking back to a garage when a woman fell from the back seat of a passenger auto going past him. She had become ill and opened the rear door when she fell to the highway.

Black dashed across the road and was preparing to pick the woman up and carry her to safety when another auto struck both him and his burden. Black was knocked across the highway into the other lane and barely missed being crushed by a tractor-trailer traveling west. Not able to regain his feet, the Teamster rolled off the highway and onto the shoulder in the nick of time.

The girl that he had vainly tried to rescue, however, was killed by the impact of the auto.

Teamster Local 891 headquartered in Jackson, Miss.

W. C. Smith, president of Local 891, said the victories were at L. L. Majure Transport Co., in Meridian and St. Louis Independent Packing Co., a division of Swift & Co., in Jackson.

All 22 truck drivers, mechanics and helpers at Majure cast ballots with 18 voting for the Teamsters and only 4 against. All 5 truck drivers at the St. Louis company voted for Teamster affiliation.

### • Aircraft Pact

Sixty-six members of Teamster Local 610 in St. Louis, Mo., employed as drivers for the McDonnell Aircraft Corp., recently received a 39-cent package wage increase over a 3-year period plus substantial fringe gains in a new contract.

Pete Saffo, secretary-treasurer of Local 610, said the agreement is retroactive to last Nov. 8. Besides the hefty wage gains, the contract includes improvements in vacation and holiday schedules, better health and welfare and pension benefits, and a new, generous severance plan.





Joseph Trerotola

## Joseph Trerotola Named 13th Vice President

THE GENERAL Executive Board of the International Brotherhood of Teamsters has given unanimous approval to General President James R. Hoffa's appointment of Joseph Trerotola as 13th vice president of the International Union.

Trerotola will fill the unexpired term of the late John J. O'Rourke who died in New York in December.

Trerotola is a veteran of the Teamsters and the labor movement.

Born in New York City July 29, 1909, Trerotola went to work as route salesman on a horse and wagon route for Sheffield Farms—now Sealtest—in 1927 and stayed on that job for the next 12 years. During that time, Joe was very active trying to organize nearly 6,000 members into the Teamster movement.

In 1937, Trerotola was a shop steward of one of the largest branches of Sheffield Farms and was instrumental in obtaining approval from Mike Cashal—then 1st Vice President of the International Union—to bring the entire Sheffield membership into the

Teamsters. However, a charter was not issued at that time, and the Sheffield group operated under Milk Wagon Drivers Local 584 as a separate unit.

In 1946, a charter was issued by the International Union under the banner of Local 607. Trerotola was a charter member. The following year, he was elected business agent of the local union and held that post until 1947, when the membership elected him president. He serves as president to this day.

In 1949, Trerotola and the officers of other milk local unions were instrumental in obtaining the first Teamster pension plan in the New York metropolitan area for the rank-and-file.

In 1954, Trerotola received the appointment as secretary-treasurer of the Eastern Conference of Teamsters where he teamed up with Thomas E. Flynn, Eastern Conference Director and now fifth vice president of the International Union.

From 1963 through 1965, Trerotola served as recording secretary of the

huge Joint Council 16 in New York City.

Early in January, 1966, Trerotola was victorious in a special election conducted to fill the vacancy as president of Joint Council 16 occasioned by the death of O'Rourke.

A dedicated trade unionist, Joseph Trerotola is a tireless worker in the Teamster movement. His greatest pleasure in life, aside from his work, comes from time spent with his family.

For the past 36 years, he has been happily married to Anita Trerotola.

They have one son, Vincent. Four times grandparents, Joe and Anita relish those rare moments when the job permits them time to relax and visit with the family.

Upon announcing the appointment of Trerotola to the Teamster general executive board, Hoffa declared:

"Joe is vastly familiar with Teamster affairs, and brings to the general executive board an understanding of the problems of working men and women which will benefit the entire Teamster movement."





Delegates to the recent meeting of the IBT National Construction meeting, spent two days discussing problems of the construction industry, and spent considerable time probing the progress in negotiating national and industry-wide

agreements. The meeting, held in mid-February, was attended by delegates from Teamster construction local unions from across the country.

## **Policy Committee**

# **Construction Drivers Review Year's Progress at Meeting**

PROGRESS of the past year and problems still to be overcome occupied nearly 100 delegates to the second annual meeting of the Policy Committee of the National Division of Building Material and Construction Drivers at Miami Beach in mid-February.

The group, representative of more than 300 local unions having building material and construction drivers in

their membership, also unanimously passed a strong resolution supporting the "policy, practices, and leadership" of General President James R. Hoffa.

A copy of the resolution was given to Hoffa at a dinner attended by the delegates at the invitation of International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters.

Thomas H. Owens, director of the National Division of Building Material and Construction Drivers, chaired the 2-day meeting. He reviewed the two master contracts—the National Pipe Line Agreement and the National Construction Agreement — on which the initial spade work was done at the 1965 division meeting.

### **Pipeline Agreement**

While the general language of the Pipe Line contract was negotiated in all particulars and was due to go into effect last Jan. 1, it has been held up because wage addenda have yet to be completed in a few areas. The contract applies only to mainline pipe line construction.

Reports made by delegates from the four area Conferences indicated that the National Construction Agreement is working very well. However, as

Owens noted, there are some problems pending over jurisdiction which still must be ironed out.

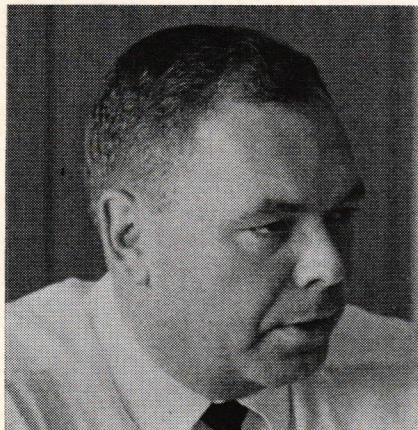
Also, Owens said, there is a need to update job classifications due particularly to continuing changes in equipment used on heavy construction projects.

Part of the meeting was devoted to a discussion by the delegates of particular problems unique to their areas. In some instances, a delegate from another area was able to offer a suggested solution as a result of a previous and similar problem.

Vice President Flynn, who sat in on the meetings, lauded this valuable communication among the Policy

Thomas E. Flynn, International Vice President and director of the Eastern Conference of Teamsters, played an active role in the Building Material and Construction Drivers meeting.

Tom Owens, director of the IBT National Construction Division, illustrates a point at the recent meeting of the division at Miami Beach, Florida.





Nearly \$2.4 billion in pipe line construction is planned for 1966 in the United States and Canada.

Industry sources say the total mileage will almost hit 29,000 of which approximately 80 per cent will be in natural gas lines.

Committee members. He discussed the early history of construction locals and stressed that lack of communication—once a problem—was being overcome as the division grew in size and experience.

Many of the delegates stayed over an extra day or two to hold side meetings with representatives from building trades unions that were attending Miami Beach meetings of their own. They discussed specific questions of

interest to both.

This action was in line with a motion passed by the Policy Committee to endorse the principle of being active in the various area Heavy and Highway Construction Committees composed of the basic building trades unions.

## ● Memphis Vote

Employees of White Motor Corp., factory branch in Memphis, Tenn., voted nearly 2-to-1 for representation by Teamster Local 667 in a recent National Labor Relations Board election.

C. H. Augustine, president of Local 667, said 33 mechanics, helpers, servicemen, and parts department employees were eligible to ballot. The count was 21 to 12 for the Teamsters.

*The following resolution was passed unanimously by the Policy Committee of the National Division of Building Material and Construction Drivers at its second annual meeting held in Miami Beach, Fla., Feb. 14-15, 1966:*

WHEREAS James R. Hoffa, General President of the International Brotherhood of Teamsters, has devoted his entire life and all energies to the cause of the Teamsters Union and its members, and

WHEREAS our good friend, Jimmy Hoffa, has always made himself personally available to us and our problems in each and every situation, and

WHEREAS under the leadership of General President Hoffa, the Teamsters Union has experienced a phenomenal growth in influence as the largest, strongest, and finest organization in the world, and

WHEREAS the excellent wages, hours and working conditions of our members, including health and welfare, pension and job security are directly attributable to the efforts of General President Hoffa, and

WHEREAS there has been an unparalleled degree of cooperation among the local unions in organizing the unorganized and in serving our members, and

WHEREAS James R. Hoffa has directly involved himself in negotiations with the result that since he has become General President our members have lost less time from work because of strikes than any other major union in the history of the labor movement and at the same time, when strikes have been necessary and unavoidable, he has made every effort to insure that they would have the greatest effect on an employer's operation in order to bring about a swift and lasting victory, and

WHEREAS General President Hoffa has been one of the most controversial figures in the history of the American labor movement and has incurred the wrath of labor haters in big business and government but has withstood all of the harassment directed against him and has progressed in spite of it, now, therefore, we, the Policy Committee of the National Division of Building Material and Construction Drivers, wish to go on the record as unanimously

RESOLVED to support the policy, practices, and leadership of General President James R. Hoffa—certain that under his direction the Teamsters will continue to grow larger and stronger so that our members and their families will continue to enjoy the finest possible wages, working conditions and job security.

## Company's Action Against Workers Illegal

Lindsey's of Lawrenceburg, Tenn., a manufacturer of church furniture, violated the Act by illegal activity against its employees, according to a recent ruling by the National Labor Relations Board.

The Board agreed with the trial examiner in the case involving Teamster Local 327 of Nashville, Tenn., which brought unfair labor practice charges against the company.

Lindsey's, said the Board, violated the Act by unlawfully interrogating employees about their activity for the Teamsters Union; threatening to close the plant and other economic reprisals for engaging in such activity; soliciting employees to withdraw from the union; soliciting employees to persuade other employees to withdraw from the union, and promising benefits to induce employees to reject the union.

The Board reversed the trial examiner, however on the matter of Lindsey's layoff of 12 employees, saying that the company did not violate the Act because evidence established that the discharges were the "natural consequence" of the employer's remodeling program which was undertaken for legitimate economic reasons.

The company was ordered to cease the unlawful conduct against its employees.

## ● Drivers Join

Over-the-road drivers employed by American Synthetic Rubber Corp., of Louisville, Ky., producers of synthetic rubber products, voted overwhelmingly for Teamster representation in a recent National Labor Relations Board election.

Marion Winstead, secretary-treasurer of Teamster Local 89, said 38 drivers were eligible to cast ballot. Twenty-eight voted Teamster and 8 were against the idea.

## ● Bulk Cement

Service men employed at Whitfield Transportation, Inc., bulk cement haulers in El Paso, Tex., recently voted for Teamster representation in a National Labor Relations Board election.



**In Connecticut**

# Local 1150 Sikorsky Workers Ratify New 3-Year Agreement

MEMBERS OF Teamster Local 1150, Bridgeport and Stratford, Connecticut, employed by the Sikorsky Aircraft division of United Aircraft Corporation have given overwhelming ratification to a new three-year agreement.

Settlement was announced jointly by Fred Roberto, president of Team-

insurance benefit has been increased to \$2400.

A basic and supplementary pension plan gives increased benefits.

Roberto, speaking for the Joint Council, said the agreement is "without a doubt the best negotiated in the aero-space industry."

Capoccitti said it is "the best contract the United Aircraft's Sikorsky division has ever given a union."

"The contract was arrived at without mediation, just solid negotiations on both sides. We have just completed three years of labor peace and hope to have three more years of it," Capoccitti said.

On the local union negotiating committee were John Bouque, John Comune, William Connacher and Anita Aldershot.



Fred Roberto

ster Joint Council 64, and local union secretary-treasurer, Vincent Capoccitti.

The agreement covers 5,000 Sikorsky employees.

Highlights of the new agreement, which is valued at 52 cents over the three-year life of the contract, include improvements in vacations and paid holidays, improved insurance plans, improved life insurance, an improvement in the pension plan, and wage increases of 8 to 14 cents per hour each of the three years.

The vacation schedule now calls for one week for one year of service, two weeks for two years, 3 after 10, and 4 after 20 years of employment, based on annual average earnings which include overtime premiums.

Workers also gained another day off with pay the day after Thanksgiving, bringing the number of annual paid holidays to nine.

Each employee also gains five days of annual sick leave, to be paid if not used in full at the end of each year.

The insurance plan has been improved 50 per cent in some instances and 100 per cent in others. The life

## High Cost Of Labor Complaint

"'High American wages' date from the beginning of the country, to judge from evidence contained in the earliest colonial records in which reference to wages is found . . . A colonial treasurer of the Virginia Colony declared, about 1625, that the wages paid there were 'intolerable' and 'much in excess of the sum paid to the same class of persons in England.' In 1633, Governor Winthrop, of the Massachusetts Bay Colony, noted that the 'excessive rates' charged by workmen 'grew to a general complaint' which called for legislative action, and a colonial governor in North Carolina complained that the 'Price of Labour is very high.'—History of Wages in the United States from Colonial Times to 1928, Bureau of Labor Statistics Bulletin 499, October 1929.

## Help Home for Aged



The Very Rev. Monsignor J. Robert O'Neill, director of Catholic Charities in the Camden Diocese is shown thanking Michael Lipman (left), business agent for Teamster Local 676 in Camden, N.J., and Philip Cohen (right), manager of Blue Star Services for assisting the Sisters and patients at St. Mary's Home for the Aged at Cherry Hill, N.J., when the home's laundry had to close due to machinery breakdown. When Lipman learned it would take a month to repair the machinery, he asked Cohen if the company would also help by providing laundry service for the home which has 94 patients, to which the company agreed.



**Long Strike Ended****Local 812 Members in New York Win Battle for New Agreement**

MEMBERS OF Local 812, New York City, have ratified a new agreement with Pepsi Cola Company and its subsidiaries, after refusing to buckle under to company proposals of reductions in wages and benefits.

The long battle for the new agreement began June 1, 1965, and was finally concluded on February 13, 1966. More than 900 employees of the company and its subsidiaries in the New York City area, and above 400 employees of the company's distributors, participated in the strike.

The company was organized in New York City by Local 812 in 1937, and in the ensuing 28 years the relationship between the company and the union had been excellent.

However, prior to the expiration of the last contract on May 31, 1965, the company submitted a series of 24 counter proposals, which according to Dave Levinger, president of Local 812, "would have rolled us back 50 years and forced upon the men conditions worse than those prevailing before 1937."

**6-1 Rejection**

After 20 weeks of the strike, the company submitted a revised proposal which was rejected 6 to 1 in a ratification election conducted by the Honest Ballot Association.

Finally, the company agreed to keep the expired contract in force, with its union security clauses and protection against dismissal and agreement to drop its demands that its pension be frozen and that the union cease representing checkers and others.

Also agreed to was an across-the-board \$5 increase effective upon return to work, \$3 across-the-board June 1, 1966, and an additional \$3 across-the-board June 1, 1967.

Good Friday was added as an additional paid holiday, bringing to 13 the number of paid holidays per year.

Additionally, all striking employees who return to work will be granted their vacation and sick leave allowances as if they had been continuously employed throughout the 8½ month strike.

Improvements were also made in

the group insurance program to make it comparable to Local 812's industry pattern of welfare benefits.

Said Levinger:

"I am tremendously proud of my membership which supported its leadership to the hilt throughout this long and costly struggle to preserve union conditions in New York City.

"Resisting many inducements to desert our cause, the membership stood firm and not one of the hundreds of men involved abandoned the cause.

"We are tremendously grateful to Teamster General President James R. Hoffa and to the IBT General Executive Board for the financial and moral support given us. We trust that from here on in our relationship with Pepsi Cola will be wholly peaceful and amicable," Levinger declared.

**● El Paso Vote**

Teamster Local 941 of El Paso recently won a National Labor Relations Board representation election at Atlas Building Products Co., and Atlas Structural Concrete, Inc., in the Texas city.

Ceferino Anchondo, Jr., assistant business agent and organizer for Local 941, said the NLRB ballot count was 82 for the Teamsters and 10 against.

The new bargaining unit includes city and over-the-road drivers, warehousemen, welders, crane operators, carpenters, boilermen, forklift operators, and laborers.

The Atlas companies produce cinder block and structural concrete.

**Montana Local Burns Mortgage**

Joe Rossman, secretary-treasurer of Teamster Local 2 in Butte, Mont., is pleased to announce that as of Jan. 28, 1966, the mortgage on the local union's new headquarters building was paid in full. Occupied in April, 1964, mortgage payments were to have been made over a 20-year period.

**Local 776 Organizes Long Holdout**

After efforts to organize Pennsy Supply Co., in Harrisburg, Pa., over a period of 28 years, the job was finally accomplished recently by Teamster Local 776 and the Harrisburg Building Trades Council working jointly on the task.

Alan E. Kline, secretary-treasurer of the Teamster local union, said that a National Labor Relations Board election resulted in employees of Pennsy Supply—one of the largest contracting companies in the area—going Teamster by a vote of 83 to 63.

Pointing out the cooperative nature of the campaign, building trades officials noted that various trades unions as well as the Teamsters had tried for almost three decades to organize the company.

Through the years, there were injunctions, unfair labor practices, and all sorts of maneuvers used to keep the Pennsy workers from enjoying the privileges and rights of collective bargaining.

Kline commented: "The entire organizing team deserves a hand for their untiring efforts in this endeavor. Cooperation among the various union representatives was 100 per cent, and I might add, it was this cooperation which enabled us to win this election."

**● Oregon Ballot**

Some 85 maintenance workers employed by Ore-Ida Foods in Ontario, Ore., voted for Teamster representation in a recent National Labor Relations Board election.

E. S. Benjamin, president of Teamster Joint Council 37 in Portland, said the ballot count at the food processing company was 42 for the International Brotherhood of Teamsters, 6 for the Butchers Union, and 26 votes were non-union.

**● Asphalt Ballot**

Truck drivers and maintenance men employed at Margene Transportation Co., Inc., and Kentucky Asphalt Sales Co., in Kuttawa, Ky., voted overwhelmingly for Teamster representation in a recent National Labor Relations Board election.



## California Win

# Helms Bakeries Driver-Salesmen Vote for Teamster Representation

A victory of tremendous proportions was scored by Teamsters Unions throughout Southern California recently when driver-salesmen for Helms Bakeries voted for Teamster representation in a National Labor Relations Board election.

The vote ending a Helms record of 34 years without a union was 450 to 428 in favor of the Teamsters.

### Mighty Pleased

When the election result is certified, officials of an even dozen Teamster local unions will seek to negotiate a contract for approximately 900 driver-salesmen who work out of Helms' two main bakeries and numerous distribution depots in the area stretching from Fresno to San Diego.

Ted Paulos, secretary-treasurer of Teamsters Local 276 in Los Angeles, served as chairman of the victorious organizing committee. He said of the election results:

### ● Brass Contract

Some 300 members of Teamster Local 970 in the Twin Cities, employed by the Ideal Brass Co., of St. Paul, won wage increases and health and welfare language recently in a 2-year contract.

Earl Drange, Local 970 secretary-treasurer, said the recently-organized brass workers gained a 10-cent hourly pay increase the first year to be followed by 9 cents in the second year.

Other benefits included health and welfare coverage and additional standard language.

### ● News Drivers

More than 50 truck drivers and dock workers employed at two daily newspapers in Jacksonville, Fla., voted for Teamster representation in a recent National Labor Relations Board election.

Paul H. Hall, assistant business agent for Teamster Local 512, said that of 52 employees of the Jacksonville *Times-Union* and the Jacksonville *Journal* who were eligible to vote, 35 balloted for the Teamsters and 14 were against.

"We are mighty pleased that employees of this non-union operator finally have recognized the advantages of union representation.

"Negotiating a contract with this firm will not be easy but we intend to do everything within our power to correct the long-standing inequities under which the driver-salesmen worked and bring their wages, working conditions and benefits into line with what Teamster members have been enjoying."

Paulos said the Teamster organizing campaign was in response to pleas from workers who became fed up with unfulfilled promises by management and a variety of conditions under which they had to toil.

He said, for example, that commissions over the 34 years had advanced only 2 per cent, and such things as vacations, holiday, and customer credit—a major item for door-to-door salesmen—were all at the drivers' expense.

Job security, Paulos added, was practically unknown to say nothing about the variety of health and welfare, pensions, and other benefits enjoyed by Teamster driver-salesmen.

## White Collar Workers Need Unionization

So-called professional and white collar workers need collective bargaining if they are to effectively participate in our rapidly changing society, according to a Canadian educator.

In an address delivered at a conference sponsored by the University of Toronto's new Center for Industrial Relations, Dr. A. W. R. Carrothers commented that without the collective action possible with unionization, professional workers can expect to suffer in the negotiation of rewards.

Dr. Carrothers, dean of the University of Ontario's faculty of law, added that with the increasing number of professionally trained persons in business, industry, and government service, many professionals will find their vocation only as employees rather than as an individual contractor or high-echelon executive.

The Canadian educator said that already some professional groups are suggesting compulsory arbitration as an alternative to the ultimate sanction of strike action in collective bargaining, but he opposed arbitration as a device for resolving conflicts of interest in negotiation on both ideological and practical grounds.

## Becker Honored



Thirty years a Teamster, Harold Becker, retiring secretary-treasurer of Local 579 in Janesville, Wis., was honored at a testimonial dinner attended by hundreds. Among those present were (left to right): Walter H. Schuette, past president of Local 579; Wisconsin Supreme Court Justice Thomas Fairchild; Becker; Frank H. Ranney, secretary-treasurer of Teamster Joint Council 39; International Vice President Harold J. Gibbons, and Wallace R. Federman, secretary-treasurer of Local 579 succeeding Becker. General President Hoffa, unable to attend the dinner, sent a lengthy congratulatory letter to the retiring officer.



**Up in Montana****Nurses Aides Improve Their Lot Through Teamster Membership**

Unsung in hospital work, nurses aides always do more of the undesirable work and get less of the desirable cash and benefits than anyone else in the field of hospitalization.

But here and there are rare groups of nurses aides that take the bit in their teeth and decide to improve their lot by asserting themselves through collective bargaining.

Such is a group of some 60 aides and orderlies that signed up with Teamster Local 2 in Butte, Mont., in 1963, and have been working happily under negotiated contracts since then at the Silver Bow County Hospital.

Joe Rossman, secretary-treasurer of Local 2, says the unit of aides and orderlies "is one of the best union-minded groups in this organization and local union No. 2 is very happy to represent them."

Rossman said nurses aides in the Butte area were very poorly paid until they became organized and began to work under a Teamster contract. By the end of the current agreement, the nurses and aides will have increased their wages by more than a third since joining the Teamsters.

The agreement also provides for a

40-hour week, and an almost unheard of prohibition against split shifts, time and a half over 40 hours, union security, 15 days paid vacation a year, and a grievance procedure. The group is covered by a government pension and health and welfare plan which, nevertheless, can stand improvement.

Rossman was quick to give credit to James Sloan, Local 2 business representative, and to Mrs. Laverne Kruzich, steward for the nurses aides and orderlies, for their fine job in organizing and servicing the unit.

The local has plans for similar organizing campaigns elsewhere in the Montana area.

**● Potato Gain**

Teamster organizers recently scored a breakthrough at an Ontario, Ore., plant engaged in potato processing, that has been non-union since going into operation about 10 years ago.

E. S. Benjamin, president of Teamster Joint Council 37 headquartered in Portland, said that in a National Labor Relations Board election, a majority of Ore-Ida Co., maintenance employees voted for Teamster representation.

On eight previous occasions, unions had been unsuccessful to win recognition from the Ore-Ida workers. The plant not too long ago was taken over by the H. J. Heinz Co., and now operates as a division of that company.

Benjamin said 50 drivers for Northwest Co-operative Agricultural Assn., which hauls Ore-Ida products, now are part of the Teamsters and have gained an agreement containing good wage increases and standard Teamster benefits in terms of health and welfare, pensions, dental care, etc.

**Bottling Works Violates Taft-Hartley**

Sioux City Bottling Works of Sioux City, Iowa, violated the Act, said the National Labor Relations Board recently, when it unilaterally terminated the Teamsters' pension plan and a union-sponsored health and welfare policy—unilaterally instituting a new group insurance plan at a time when Teamster Local 383 represented the employees.

Upholding the trial examiner, the Board said evidence established that the company and union reached an impasse as to wages in negotiations, but not in regard to health and welfare insurance or to a pension plan. Accordingly, the unilateral changes constituted an unlawful refusal to bargain.

The Board ordered the bottling firm to bargain with the Teamster local union upon request, to revert to the old health and welfare policy and group insurance plan, and pay into the health and welfare fund and into the pension fund such sums as would have been paid but for the unlawful action.

**Collective Bargaining Cream**

Employees of a Philadelphia luncheonette chain have some fancy fringe benefits in their contract. Children of workers with more than five years service have their college expenses paid at local institutions of higher learning. Every year, five employees picked by co-workers receive an all expenses-paid trip to Europe.



Some of the nurses aides and orderlies who have bettered their wages, hours, and working conditions through Teamster membership in Butte, Mont., are shown here (left to right): Sitting—Charles Vercoe, June Ozanne, Maureen Corbitt, Mildred Cox, Business Agent James Sloan, Alice McKenzie, Mary D'Arcy, Stewards Margaret Densmore and Laverne Kruzich, Minnie Robinson, and Sharon Deal; Standing—Francis Ford, Glenda McConkey, Bessie Rowe, Hazel Bugni, Virginia Collins, Thelma Ratliff, Elaine Lovell, Barbara Fellows, Peggy Woollett, Lois Held, Vivian Ormsbey, Patricia Swaner, Ruby Carlow, and Eleanor Turk. Other members were on duty and unable to be present for the photo.



## Passengers Wait

# Taxi Driver Rescues Children From Sure Death in Home Fire

TURNING in a fire alarm and then breaking into a burning home to rescue three panic-stricken children from



George Wills (left), East St. Louis cab driver, received congratulations from Lester F. Baum, secretary-treasurer of Teamster Local 971, for a job well done in saving the lives of three children trapped in a residence fire.

a smoke-filled inner room was all part of the day's work for George Wills, a cab driver member of Teamster Local 971, early in February.

Wills had three passengers in his cab that fateful day in East St. Louis when his attention was attracted to smoke coming from the rear of a house. The Teamster's story in his own words:

"All I could think of was getting into that house and seeing if there was anyone trapped inside. I stopped my cab in the middle of the street and called my dispatcher to have her call the fire department.

"I then went to the front of the house where I was unable to get inside because of a locked door. I kicked the door in and a glass window broke at the same time. Smoke poured out of the door.

"I got on my hands and knees and started crawling through the first room. Seeing no one, I continued crawling and just as I got to the door of the inner second room, I could see three youngsters knotted together in the room and strangling from the

smoke. I crawled to the children and pulled them down to the floor.

"The oldest little fellow seemed to be the calmest. I told him to lay on the floor and not to move while I carried the other two children out because I would be back for him. I was afraid he would get lost stumbling around in the smoke. I prayed he would stay in that spot. I scooted along the floor with the two children to the door where I placed them safely outside. I crawled back on my stomach and got the other boy who, thank God, hadn't moved.

### On to Work

"When I returned outside, I tried to find the mother and learn if any more children were in the house. When I finally located her in the crowd which had gathered, she was hysterical, stating that she had five children, one of which she had with her at the laundromat about one block away from the house.

"By this time, flames were shooting in all directions. It was impossible for me to return to the house. The fifth child, 11-month-old Walter L. Cox, was found when the fire was brought under control by firemen. His burned body was on a couch in the living room.

"When learning there was nothing more I could do, I rounded up my passengers, got them back into my cab, and proceeded on to work."

## Appreciation

Teamsters Union,  
25 Louisiana Ave., N.W.,  
Washington, D.C.

Dear Sirs:

My wife Josephine and I are in our new home in Sun City, Calif. I retired from Commercial Carriers and Local 299. And we wish to thank Jimmy Hoffa and the Teamsters for making it possible.

Sincerely Yours,  
Oscar L. Howes

## Year End Strike Activity At Low Mark

The year 1965 closed with strike activity at its lowest level for the period during the past five years.

Director William E. Simkin, of the Federal Mediation and Conciliation Service, reported that a December 30th summary showed only 91 strikes in progress and less than 25,000 workers idled.

"The year just closing has been a very difficult bargaining year," Simkin said. "During most of the early months of 1965, strike data were running higher than in recent years. Because of a large number of major negotiations—steel, aluminum, maritime and aerospace, among others—it could have been a very bad year.

"Fortunately the record has been better in the last few months of 1965. We anticipate final government data will show that 1965 strike time losses were not materially higher than in 1964."

## Canadian Drivers

Shown here are four drivers of the newly organized Auto-Haulaway group of Moncton, Canada. Members of Teamster Local 76 in Saint John, New Brunswick, they represent the first successful organizing of auto-haul employees in that Canadian Province, according to Eldon Lamsden, president of the local union. The drivers are (left to right) Ellis Jennings, Jerry White, Gary Coleman, and Vital Robichaud. The unit has 27 members altogether.





## Unanimous Decisions

# NLRB Rulings Give Organizers Both a Break and a Setback

Union organizational efforts were given both a boost and a setback in two recent unanimous decisions by the National Labor Relations Board.

The Board established a new rule effective early in March which will require employers to furnish the names and addresses of employees to unions conducting organizing drives for NLRB-ordered elections.

The Board also ruled that employers can make anti-union speeches to employees on company premises during working hours without having to grant union organizers "equal time" before a similar captive audience.

While rejecting two separate equal-time requests from unions in accordance with its current policy, the Board said it would reconsider its stand "after effects of the new names-and-addresses rule become known."

Employers with their own lists of workers' names and addresses and the ability to speak to the employees while at work, the Board noted, have had a much greater chance to make their views known than the unions.

The mailing list decision grew out of cases involving the Amalgamated Clothing Workers of America and South Carolina knitting mills, and the Operating Engineers and a California company.

It was hailed as an important gain for unions because breaking loose the mailing list will permit organizers to overcome employer restrictions against organizers seeking to enter plants, distribute handbills, and engage in other campaign activities.

The equal-time decision benefiting the employer involved the International Union of Electrical Workers at

## Piggyback Practice Growing

Piggyback freight traffic over the rails continues to grow.

The Association of American Railroads claims there were 1,031,210 cars loaded with one or more truck trailers or freight containers moved on the nation's rails in 1965.

In 1955, there were 168,150 such piggyback cars moved on the tracks.

a General Electric plant in Kentucky, and the United Auto Workers at McCullough Corp. in Los Angeles.

Considered a boost for management, the equal-time ruling upholds management arguments that providing union organizers such access to company grounds for electioneering would invade property rights.

## One of Every Nine

# Teamster Affiliates Dominate Organizing Last Half of '65

More than one of every four representation elections won by unions in the last half of 1965 were counted as Teamster victories by National Labor Relations Board statisticians.

In addition, Teamster affiliates dominated the single-union election victory columns at almost the same one-in-four ratio.

More than one of every nine new union members gained in the elections voted for Teamster representation.

The NLRB breakdown shows that in the last half of the year there were a total of 4,030 elections of which 60.6 per cent were won by the unions involved. Of the total 2,443 election victories, Teamsters won on 652 occasions.

New members gained totaled 153,812 of which 17,802 went Teamster.

It was in the field of single-union elections—the best barometer of organizing success that affiliates of the International Brotherhood of Team-

sters continued to prove themselves foremost as they had in the first half of 1965.

Altogether, there were 3,616 single-union ballots, of which 1,056 had the Teamsters team-and-wheel offered to workers. The Teamsters won 588—or 55.7 per cent—of their elections. The net gain in new members through single-union ballots was 12,460 Teamsters.

## Dairy Firm Errs Refusing To Bargain

Cumberland Farms, Inc., of Canton, Mass., a processor and distributor of dairy products, violated the Taft-Hartley Act by refused to bargain with Teamster Local 653 of Brockton, Mass., despite the local's certification, according to a recent National Labor Relations Board ruling.

The Board dismissed Cumberland's defense that the unit certified was improper, agreeing with the examiner.

## LBJ Urged To Seek Consumer Laws

President Johnson's Consumer Advisory Council has recommended that Congress enact a broad program of consumer protection as outlined by LBJ in his state-of-the-union message.

High on the list was the President's call for legislation that will increase safety on the nation's highways—bills to assure minimum tire safety standards and to require that new cars have other safety features.

The truth-in-packaging and truth-in-lending measures which have been kicked around Capitol Hill for years were highly endorsed by the Consumer Advisory Council.

Passage of fair packaging and labeling and truthful lending legislation, said the Council, would improve "the ability of the consumer to choose the best buy and to exert a strong influence in holding down the price line."

The Council added that enactment of improvements to the Food, Drug and Cosmetic Act, Congress could buttress the consumer's right to personal safety.

The Consumer Advisory Council is composed of 12 experts in consumer affairs whose function is to advise the government on consumer issues. It is part of the President's Committee on Consumer Interests.



**'Right-to-Work'—Mississippi Style****Community Coercion Prevents Free-Choice Voting at Plant**

COERCIVE community pressures prevented more than 500 workers in a little Mississippi town from freely casting their votes in a representation election, said the National Labor Relations Board in a recent decision.

In a unanimous decision, the 5-member Board set aside the election results and ordered a new ballot for workers employed at Universal Mfg. Corp., near Mendenhall, a community of less than 2,000 people living 30 miles southeast of the state capitol at Jackson.

Community action, said the Board, rendered impossible a rational, uncoerced selection or rejection of a union as bargaining representative for the Universal workers engaged in manufacturing cells and distributing ballast for fluorescent lights and related products.

The employees—victims of Mississippi's right-to-work substandard wages, hours and conditions—were the target of anti-union newspaper advertising, editorials, cartoons, and handbills in an election campaign which together or singly, said the Board:

—Made inflammatory, irrelevant appeals to racial feelings.

—Linked unions, civil rights, and communism as aspects "of a single pernicious entity" and implied union dues would reach Communist Party coffers.

—Threatened possible closure of the plant, and blacklisting of union members from other employment in the area.

As a result of this unfair and prejudicial activity, the Universal employees turned down the International Brotherhood of Electrical Workers AFL-CIO in a close vote of 287 to 272.

Local newspapers were credited by the NLRB with contributing the lion's share of the overt community pressure against the union organizing campaign.

The Board said that the only two newspapers of general circulation in the area rejected advertising from the IBEW in the pre-election campaign period while at the same time publishing advertisements and editorials

opposing the union's attempts to sign Universal employees as members.

The advertisements in one newspaper were paid for by a group identified only as "Friends and Neighbors of Simpson County."

Ads in the other newspaper were financed by the editor who was a member of the "Universal Advisory Board" composed of a group of business and professional men organized at the invitation of the company's attorney.

The NLRB said it found that the union also was unable to obtain suitable local facilities for conducting organizational meetings, being forced to hold such meetings nearly 30 miles away.

Newspaper editorials emphasized that if the union won collective bargaining rights in the NLRB election, the company might close and bring economic loss to the agricultural community which bought the land and built the plant with a \$1.2 million bond issue voted in 1962. Also, the newspaper editorials argued, unionization might block further industrial development around Mendenhall, Miss.

"The days to follow . . ." warned one of the newspapers, "could be dark and gloomy."

One newspaper injected the racial issue by reporting a \$25,000 gift by the Teamsters Union—which was not involved in the election—to the Rev. Martin Luther King, and asked: "Do I want part of my earnings to help support the forces of Martin Luther King?"

Such attacks were not happenstance, said the NLRB. Editorials, cartoons, full-page advertisements and handbills incorporating economic hardship forecasts, racial integration, and alleged union-communist association themes continued to the eve of the election.

In short, the newspapers going into the homes of residents in the Mendenhall area purveyed a carefully planned propaganda campaign based on the dirtiest and most deceptive lies.

Holding that injection of the specter of communism into the campaign could not be condoned, the NLRB commented:

"Frequent use cannot blunt the explosive emotional impact of a statement alleging that a communist conspiracy controls the civil rights movement and also controls unions, especially where the election campaign takes place in a community which is for the first time facing the strains of industrialization and integration."

**Council Officers**

Newly elected as officers of Teamster Joint Council 9 headquartered in Charlotte, N.C., are (left to right): R. V. Durham, trustee; Joe D. Wood, trustee; W. C. Barbee, secretary-treasurer; M. C. Carriker, trustee; D. S. Willard, vice president; Cline West, trustee, and R. L. Young, president.



In summary, the NLRB's unanimous decision declared:

"By appealing to the employees' sentiments as civic minded individuals, injecting the fear of personal economic loss, and playing on racial prejudice, the full page ads, the editorials, the cartoon, and the handbill were circulated to convince the employees that a vote for the union meant the betrayal of the community's best interests. (Italics added)

"Faced with pressures of this sort,

the employees in our opinion were inhibited from freely exercising their choice in the election."

The NLRB concluded:

"Accordingly, we shall set aside the election, on the grounds that actions by members of the community rendered impossible the rational, uncoerced selection of a bargaining representative as contemplated by the National Labor Relations Act, and shall direct the holding of a second election."

## Anti-Union Motivation

# NLRB Labels Company Actions Violation of Taft-Hartley Law

Assonet Trucking Co., Inc., and Assonet Sand & Gravel Co., Inc., of Assonet, Mass., violated the Act, said the National Labor Relations Board recently, when selling six trucks, laying off seven employees, and subcontracting a portion of the trucking operation.

Upholding the trial examiner, the Board said the employer erred when

failing to give notice of the action to Teamster Local 526 of Fall River, Mass., and added that the company was "also motivated by anti-union considerations."

In further agreement with the examiner, the Board held the employer also violated the Act by unilaterally selling two trucks on June 26, discontinuing its night shift and laying off four em-

ployees on Aug. 7, and subcontracting yard work on Aug. 10.

The Board found that the company changed wage rates and seniority rules for the purpose of undermining the union's authority and the rights of employees to bargain through an exclusive representative.

The employer was ordered to cease the unlawful conduct; offer reinstatement, as jobs become available, with backpay, to the employees discharged initially on May 15; reimburse the employees laid off on Aug. 7; bargain with the union upon request concerning the night shift operations, and bargain further concerning the effects of the subcontracting of yard work of one employee.

## Strikers Enter 9th Month Against Blythe

SOUTHERN resistance to a worker's right to organize and bargain collectively was never better demonstrated than by Blythe Motor Lines, of Sanford, Florida.

Local 390 has been on strike against Blythe, a refrigerated trucking company, since July 3, 1965. Three months ago Local 390 extended its picketing to Redwing Carriers which is sole owner of Blythe. Redwing is headquartered in Tampa, Florida.

The organizing drive against Blythe was undertaken to protect union standards in the refrigerated trucking industry.

It all began when Blythe workers went to Local 390 and asked for representation. In no time, 117 Blythe employees signed authorization cards, naming Local 390 as their bargaining agent. The union made several demands for recognition, but was continually ignored by the company.

Today, the strike is in its ninth month. Blythe's terminal in Sanford is crowded with idle equipment. A half dozen rigs sit disabled in the North. This represents approximately 50 per cent of Blythe's equipment.

With anti-union dedication and a "right-to-work" law going for it in Florida, Blythe and Redwing management builds new terminals at Tampa and in Orlando. It is determined to keep employees from organizing and bargaining collectively.

Teamster strikers more than match this anti-union determination.

## Union Honors Immigrant



Teamster Local 945 of Clifton, N.J., recently cited Tscherim Soobzokov who has aided more than 1,000 refugees to find jobs upon arrival in the United States. Shown at a "gratitude" luncheon are (left to right): Fred Ardis, secretary to State Sen. Anthony J. Grossi; Harry B. Haines, publisher of the Paterson (N.J.) News; Mohamad Barsik, president of the Circassian Benevolent Assn.; Michael Ardis, president of Teamster Local 945; Harry Schoen, attorney; Soobzokov, and Larry De Angelis, secretary-treasurer of Teamster Local 999 of Paterson.



## Thousands of Tragedies

# Personal Bankruptcy Continues To Soar Across the Country

Personal bankruptcy continued to spiral upward in the nation last year as the number of cases of individual financial disaster totaled more than 163,000—the 13th consecutive annual increase in the number of bankruptcies.

During the same 13-year period, consumer credit has increased to a total of more than \$80 billion.

Besides the individual bankruptcy filings, another 28,000 persons who had seriously overspent their budgets filed what are called wage earner plans to avoid bankruptcy. In effect, they put themselves in trusteeship until an income administrator gets their debts paid.

Generally to blame for the personal tragedy of bankruptcy are over-buying—it is common for bankrupt applications to detail debts for consumer goods totaling three and four times the person's income—higher consumer prices, and increasingly deceptive financing practices engaged in by interest-hungry merchants and money-lenders.

Bankruptcy referees range from sympathetic to contemptuous in their feelings for citizens trapped in the money whirlpool.

Sylvester Kellerman, federal bankruptcy referee in Louisville, Ky., offered probably one of the most astute replies recently when queried on how to cope with the problem of more citizens having to declare themselves insolvent beyond repair.

Said Kellerman: "What we need is a basic course in economics for everybody."

Convinced that money management should be taught in grade schools, Kellerman added: "Schools can teach children French in the second grade, but they can't teach them interest rates."

He continued: "People seldom see how much an item costs any more. It's how much a week. When people have trouble meeting their credit installments, they begin traveling from loan company to loan company. That's like trying to drink yourself sober."

Chester C. Woolridge, a one-time referee in Grand Rapids, Mich., sec-

onded Kellerman's ideas, adding, "Educational institutions should offer a course in sales resistance."

Sherwood Dixon, Rockford, Ill., referee, said: "There is only one way to describe bankrupts—they're dumb. For the most part they're not dishonest. They're just incompetent."

"Consumers buy without counting the ultimate cost," said Estes Snedecor, Portland, Ore., referee. "They never learn the lesson that the longer you pay, the more you pay."

Snedecor cited Oregon's garnishment law as the main reason for the big jump in that state's bankruptcies. He said:

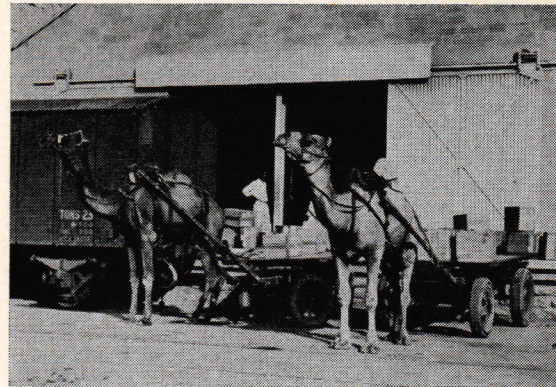
### Credit too Easy

"I am amazed at the youth of the couples coming into the court. Mostly they are only 23 to 35 years old. Some of them are divorced before they pay for their wedding rings."

David Goldstein, referee in Utica, N.Y., suggested there were two main reasons for the bankruptcy increase:

"One, I would say that credit is too easy. Second, credit is too expensive for the poor suckers. A fellow buys a trailer for \$4,000 and by the time he's through paying for it he has forked out \$2,000 in credit charges.

## Unfair



A friend of the Teamsters who recently returned from Africa forwarded this photo to The International Teamster, claiming the camel-drawn vehicles were without drivers and adding that with faces like this they could easily pass as supervisors anyway.

How crazy can you get?"

D. J. Kenneher, a referee in Southern Ohio, attributed a tough wage garnishment law as the main reason for Ohio's high bankruptcy rate.

He explained that if an Ohio debtor fails to pay his bills, his creditors have only to serve a garnishee notice on his employer, who is required to take the money out of the man's salary. This involves the employer in costly extra bookkeeping.

"Most large employers," said Kenneher, "have a standing policy that if garnishment proceedings are instituted against an employee, he is fired. To avoid this, the employee files for bankruptcy."

## Community Chiefs

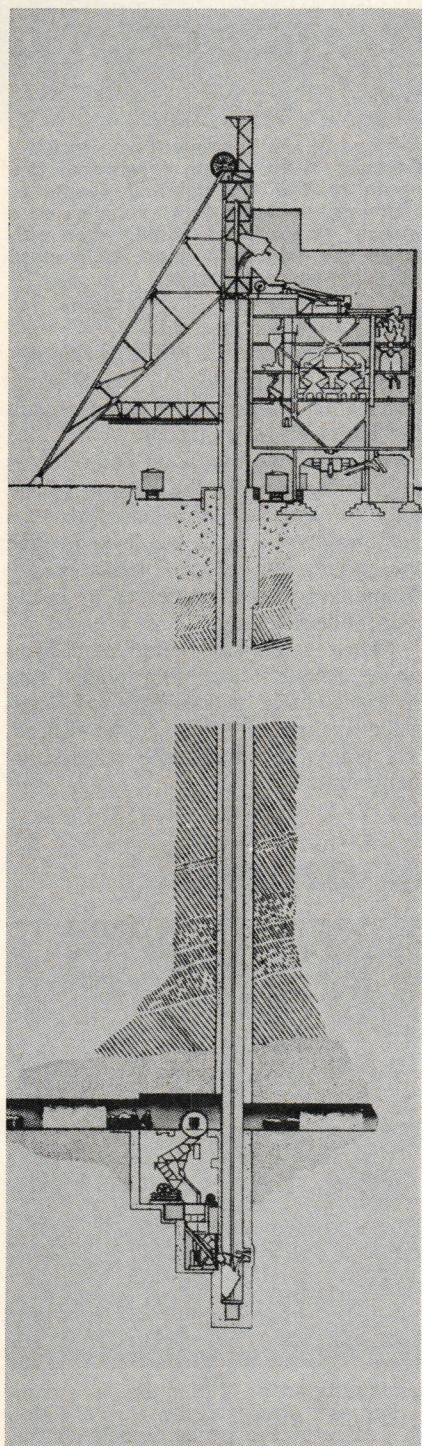


Three members of Teamster Local 765 headquartered at Milton, Pa., are community officials at Knoxville, Pa., where they are employed by Hurr's Dairy. They are (left to right): Sheridan Husted, justice of the peace; Ardell Walker, mayor, and Edward Jacobson, chief of police.



# Employees of Detroit Salt Mine Find Better Representation in Teamsters

Artist's sketch of the shaft of the Detroit salt mine of the International Salt Company where Teamsters do the mining.



UNDERNEATH the City of Detroit is a huge salt mine.

It is a part of the Michigan Basin, one of the world's great salt deposits. Formed millions of years ago during something geologists call the Silurian period of the Paleozoic era, the Michigan Basin is a sector of the Great Eastern Salt Basin, which also underlies Ontario, Ohio, West Virginia, Pennsylvania, and New York.

These same geologists estimate that the Michigan Basin contains enough salt to supply the entire world's needs far into the conceivable future.

All of that scientific data may or may not be so unusual, but what is unusual is that salt miners in the Detroit mine of the International Salt Company are Teamsters, a union whose members are generally thought to be truck drivers and warehousemen.

For nearly two years now, in fact, these Detroit salt miners have been members of Teamster Local 283, and have become intimately familiar with the excellent representation offered by Local 283 Secretary-Treasurer Stephen Schultz and his staff.

### 1200 Feet Below

Working 1200 feet below the city, these salt miners have not always enjoyed the best in union representation. Not too far back in their memories are the days of absentee representation by their former union. They can recall vividly the day not too far gone when their grievances piled up nearly from the bottom of the mine to the sunshine above.

How they became members of the Teamsters is a story which repeats itself from time to time across the country under circumstances which are much alike. The reputation of Teamsters for producing for its membership is the key to all of these stories.

Adjacent to the salt mine shaft in Detroit is an oil refinery. Recently, the employees of that refinery sought out representatives of Teamster Local 283 as they were dissatisfied with their union. Convinced that refinery workers were genuine in their interest in the Teamsters, Schultz took on an

organizing campaign at the refinery. When the results were in, the refinery workers had overwhelmingly voted for membership in Teamster Local 283.

Word of the ensuing contract negotiated at the refinery and the kind of representation refinery workers received from Local 283 quickly spread to the salt mine workers next door.

Came then Robert Millard, a power shovel operator in the salt mine, exploring the possibility of membership in the Teamsters. Again, Schultz determined a genuine interest, and again a National Labor Relations Board election resulted in a landslide vote for Local 283.

### Convincing Contract

Suddenly, Local 283 found itself engaged in a new experience—negotiating for men who earn their living far below the surface of the earth.

After talking to the miners on their jobs, one comes away convinced of the flexibility of the negotiators for Local 283. A look at the current labor contract between Local 283 and International Salt Company for the Detroit mine, too, is convincing.

Salt miners in Detroit are among the highest paid in the country. They now enjoy the security of coverage under the Central States Pension Plan. No longer do the workers see a retiring brother face the golden years with a pension which mocks his years of dedication to the industry.

Too, the Teamster miners work under the assurance that union negotiated health and welfare will cover medical bills for themselves and their dependents. And the premium is entirely paid for by their employer.

There is the added assurance that changing to the Teamsters was a wise decision. Representation in a time of need is no farther away than a telephone call to Local 283's nearby offices. Before, representation came when an out-of-town union official paid an infrequent visit to the mine.

Now, when a beef arises—and one seldom does—a telephone call brings a quick response from Local 283 Recording Secretary and Business Agent George Vitale.



Vitale reports that except for one brief squabble over who would pay for safety shoes ordered by the company, relations with the company have been good since the miners went Teamster. Cancelled company checks verify that no miner bore the expense of the safety shoes.

Servicing a salt miner's contract is not a job for a business agent looking for the easy road. On the job, miners display their Teamster buttons conspicuously, and they know their contract. Joseph Sabacinski, who operates an intricate machine which undercuts a salt face before it is blasted, carries a copy of the agreement in his overall pocket for ready reference.

The challenge for on-the-toes representation to Teamster officials is demonstrated in another way. These salt miners are 98 per cent signed up in DRIVE, the Teamster legislative and political arm, and like their union dues, DRIVE membership dues are on company checkoff.

Though they labor below the ground, they are quick to realize that fast operators in broad daylight in Washington, D. C., and in local politics, can whisk away miners' wages, benefits and rights of collective bargaining with the passage of one bad labor law.

What sparks this keen awareness among Detroit salt miners?

Perhaps a passage from a company publication explains it best. Says the Sterling Saltmakers:

"Today's salt miners are equipment operators, truck drivers, locomotive engineers, maintenance men—all specialists in a highly mechanized and efficient operation."

Joseph Visintairer, chairman of the union safety committee, is an example of the responsible, mentally alert men who mine salt in Detroit.

Visintairer has been with International Salt for 17 years. Before that he labored in the coal mines beginning in 1919.

His task in the mine, in addition to keeping a close watch for danger signals, is to mix ammonium nitrate with fuel oil, the combination which is the explosive for blasting rock salt loose.

Visintairer's years of experience represent an insurance policy for his fellow workers. Although the safety record of the Detroit mine is enviable, Visintairer insists that the company store dynamite and blasting caps a mile away from the ammonium nitrate mixing operation.



**Local 283 BA George Vitale and Mine Steward Edward Markham chat in salt mine machine shop. Markham, chief machinist and with 35 years experience in mines, agrees miners made a good move when they switched their union membership into the International Brotherhood of Teamsters.**

He also teaches first aid in his spare time.

A talk with Edward Markham, mine steward and chief machinist, a miner for 35 years, also demonstrates that Teamster officials must produce, and are producing.

Says Markham:

"Yes, we made a good move when we came into the Teamsters. Now we can get a union representative on the job when we need him. We have a pension plan which is meaningful. Instead of the doubt which we had before, we now call the union with optimism and hope. And, it is funny! When you belong to a good union, you seem to have fewer beefs. Yet, we often see George Vitale step out of the elevator and into the mine when we haven't even called him. That was unheard of with representatives of our former union."

Markham is typical of the specialists who man the Detroit mine. All equipment—including giant power shovels and diesel rigs which carry 50 tons of rock salt from a blasted salt face to the crusher—have to be disassembled topside, carried down into the mine piece by piece, and then reassembled below ground. All maintenance and repair is down in the mine.

There are Frank Trosell and Andy McQuiston, shot loaders, who prepare a salt face for blasting. They load ammonium nitrate soaked in fuel oil into blasting holes and wire the explosive with millisecond blasting caps for a scientific explosion which breaks the rock salt loose with a minimum waste for the company.

Hamil MacWilliams runs what company officials say is the only drilling machine of its type. He strategically puts 52 holes into a salt face, at the precise angles for efficient blasting.

Joseph Sabansinski operates a cutter which looks like a giant chain saw mounted on a rig which supplies power and mobility. His job is to cut a 10-foot long, 6-inch deep swath at the bottom of the salt face, again in the precise pattern of preparation for efficient blasting.

Stanley Prus occupies the driver's seat in a diesel rig which hauls a 50-ton belly dump trailer to the crushers. Joe Wadowski handles a giant power shovel loading salt into trailers in a manner which gives the bucket the grace of a cat paw toying with a ball of yarn.

When tour guide Alfred Krall, assistant to the mine manager, arrives with visitors at the crushing and grading mill, which is nestled down in the mine, one meets John Butcher, head mill attendant who must know about the inroads of automation.

Butcher poses for the photographer alongside a bank of push buttons which operates millions of dollars of machinery. One gets the ideas that Butcher should be awarded 'lonely pay' in the next contract. In spite of the magnitude of the operation he supervises, he works alone.

There is much to the story of the Detroit salt mine of the International Salt Company and to the story of salt itself. First trade routes were built to transport salt. Salt was part of

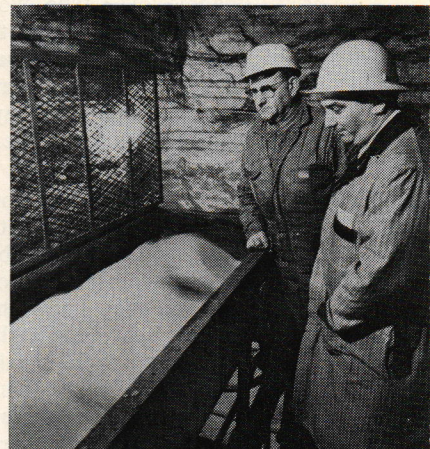




Frank Trosell and Andy McQuiston, shot loaders, fill blasting holes with ammonium nitrate, a stick of dynamite, and wire millisecond blasting caps in preparation for blasting down a salt face.



Teamster McQuiston chuckles as BA Vitale tries his hand at placing a stick of dynamite in a blasting hole.



Joseph Visintainer, union safety committee chairman, and Vitale watch the mixing of ammonium nitrate with fuel oil, which is the explosive used in blasting rock salt loose for processing.

the pay of early soldiers. Wars have been fought over salt. Salt has been used as money. Brides have been won with a dowry of salt. The first patent issued in the United States was for a salt making process.

Today, International Salt Company, under the brand name of Sterling, mines rock salt for industry, for cities and states in highway ice removal, for highway stabilization, and for farm use.

The struggle of predecessor companies to put down the first shaft for

the Detroit mine in 1906 is rich with pioneering flavor. The struggle had a happy ending after episodes of bankrupt capital and dead workers.

If one thing stands out, it is the fact that men who mine salt are not drifters. Ask one how long he has been with the company and replies range from 17 to 35 years. Before that, many recall days in coal mines when a gripe about danger or conditions brought a stark reminder from the foreman that jobless miners were waiting for a job as close as the mine shaft above.

Today, Teamsters working in Salt City beneath Detroit have tempered their bitter memories of former days. Their present Teamster agreement is one main reason for this.

The story today is one of miners and Teamsters working together in the best spirit of collective bargaining with the company.

Salt miners make good Teamsters. As Local 283 Secretary-Treasurer Stephen Schultz said when he first welcomed them into the union:

"They are the salt of the earth."

Stanley Prus (left) operates a diesel tractor which hauls a 50-ton load of rock salt to the underground crusher. Robert Millard (center) mine steward and power shovel operator,

was one of original group which sought out Teamster membership. They discuss on-the-job problems with BA Vitale.





## What Nice Guys

# NAM Starts Drive to Cloud Truth-in-Packaging Issues

Bet you didn't know it, but the manufacturers who put the 7½ ounces of their product into that big 'NEW' beautifully colored package with that "Modern Generation" look, are really "trying to assist the American consumer in his quest for value and service."

They are, if they're members of the National Association of Manufacturers.

In the latest issue of their publication, 'NAM Reports', they have launched a new program that will "provide ready access to the information" that consumers need to find value.

### Easier Choice

The way they'll do it says the NAM is through TIPS—Techniques in Product Selection—the voluntary alternative to that old devil federal control. Federal control, says the NAM, is embodied in Senator Philip Hart's truth-in-packaging bill which may make the consumer's choice easier but it would restrict the number of "choices" available to him.

Since the bill in no way prevents the manufacturer from issuing any number of different products he chooses, one can assume that the NAM decries the inability of the consumer to choose between a round box of cereal containing one fractional amount and a square, skinny box containing another amount and a rectangular fat box containing still another amount—but all "NEW, BIGGER AND ECONOMY SIZED."

### Company Tours

As the NAM sees it, all we need is a little information. A tour to speak to women's clubs, church groups and educators to tell them "how industry sees the Hart bill"—but no mention of local unions.

Next step is to set up a clearing house so that company movies, company research, company product development data and company tours will be available to give the consumer some good, objective information about a product.

After all, concludes the NAM with an urgent appeal to members to respond before it's too late, the consumer is the man of the hour. He's seeking information and that's what we're going to give him.

### Keep Prices Down?

The NAM closes with another stern if parenthetical warning:

["Informed Washington quarters say the President may argue that standardized packaging, by facilitating price comparison, will help keep prices down."]

Now that couldn't be true, could it?

## • Old Timer Dies

Roscoe L. 'Sam' Voorhees, founder of Bakery Drivers Union 219 in Denver and for 22 years president of Joint Council 54 died February 6th. Brother Voorhees retired from union affairs in 1957, after 25 years in the Colorado labor movement.

He had served as vice president of the Colorado State Federation of Labor and president of the Denver Trades and Labor Assembly, as well as in many labor and civic organizations during his active years.

## Fakers Working To Defraud Oldsters

U. S. Congressman Weston E. Vivian (D-Mich.) says he has learned that throughout the nation certain unscrupulous individuals are taking advantage of older persons by claiming to represent the Social Security Administration, and attempting to collect money from these people, for medicare programs.

### Identification

"I have been informed, by the Department of Health, Education and Welfare that no representative of the Social Security Administration has been authorized to make any collection of money, of any sort. Any one approached by an individual making such representations should attempt to secure an identification of the person, and should then notify local police authorities," Vivian said.

### Anxiety

Congressman Vivian was voicing anxiety about complaints which are widespread. Apparently numerous scoundrels are extracting small sums of money from old persons who are anxious to register for Medicare.

We advise members who want authentic information about the provisions of the Medicare legislation to contact either:

1. Their Social Security office,
2. Their Congressman's local office, or
3. Their Local Union.

## Teamsters Win NLRB Vote With Packing Shed Workers

The International Brotherhood of Teamsters has won its first packing shed election covering 61 workers at the Tulare County Lemon Association, Porterville, California, in its drive to organize workers in the low-paying citrus industry in California.

International Union Vice President George Mock announced the victory in the National Labor Relations Board election.

Teamsters in the area are currently working jointly with the Agricultural Workers Organizing Committee in an effort to bring union wages, hours, and working conditions to packing shed workers, machine operators and field workers.

Mock declared:

"Based on this first NLRB election result, organizing efforts, and future election prospects based on worker response, our organizing program is in high gear and I am certain that it will grow as it goes along.

"These people need organization and help, and they are beginning to realize that the Teamsters can give them that help," Mock said.



## MCGINLEY & ROCHE

JOHN B. MCGINLEY, C. P. A. (1927-1955)

LEO F. MCGINLEY, C. P. A.

WILLIAM P. ROCHE, C. P. A.

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WASHINGTON 10, D.C.

February 11, 1966

International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America  
25 Louisiana Avenue, N. W.  
Washington, D. C. 20001

Gentlemen:

We have examined the consolidated balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA  
AND ITS SUBSIDIARY, TEAMSTERS' NATIONAL  
HEADQUARTERS BUILDING CORPORATION

as of December 31, 1965, and the related statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

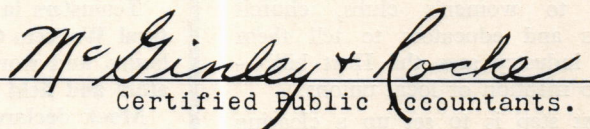
In our opinion, the referred to consolidated balance sheet and statement of income and expense present fairly the financial condition of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

as of December 31, 1965 and the results of its operations for the year then ended and were prepared on a basis consistent with that of prior years.

Respectfully submitted,

MCGINLEY AND ROCHE

  
Certified Public Accountants.



# INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND ITS SUBSIDIARY-TEAMSTERS' NATIONAL HEADQUARTERS BLDG. CORP.

Consolidated Balance Sheet as of December 31, 1965

## ASSETS

Cash		
On Deposit, Checking Accounts	\$ 1,344,755.53	
In Transit, Checking Accounts	26,048.00	
Office Funds	750.00	
On Deposit, Savings Accounts	6,653,603.41	
In Transit, Savings Accounts	50,436.83	
On Deposit, Time Deposits	<u>8,600,000.00</u>	\$16,675,593.77
Accounts Receivable		
Advances—Affiliates and Allied Organizations	146,485.20	
Advances for Bookkeeping Machines	47,818.45	
Others	<u>85,516.28</u>	279,819.93
Inventories—Cost or Market		
Local Union Supplies and Equipment		124,161.63
Investments		
Securities—Maturity Value	28,521,417.64	
Accrued Interest Thereon	<u>424,777.94</u>	28,946,195.58
Deposits		
Local Union Supplies and Equipment	38,590.92	
Others	<u>2,028.51</u>	40,619.43
Deferred Charges to Future Operations		
Prepaid Insurance	11,803.62	
Prepaid Organizing Expenses	22,500.00	
Prepaid Postage	1,862.97	
Prepaid Surety Bonds	1,875.90	
Prepaid Taxes	5,064.53	
Prepaid Building Operation Costs	66.85	
Prepaid Rent	1,822.96	
Unamortized Bond Premium	193.25	
Cafeteria Stock Inventory, Lower—Cost or Market	<u>839.14</u>	46,029.22
Fixed Assets		
Real Estate	4,383,641.28	
Furniture and Furnishings	31,898.73	
Office Equipment	43,408.76	
Automobiles	16,499.33	
Aircraft	17,901.46	
Display	<u>1,555.55</u>	4,494,905.11
Total Assets		<u>\$50,607,324.67</u>

## LIABILITIES, DEFERRED INCOME AND NET WORTH

Accounts Payable		
Trade Creditors	\$ 218,808.13	
Escrow Funds	3,401.05	
The Teamster Affiliates Pension Fund	319,644.82	
Employees' Income Tax Withheld	36,679.24	
Others	<u>599.41</u>	\$ 579,132.65
Accruals		
Salaries and Expenses	2,256.43	
Taxes—Social Security	<u>4,048.49</u>	6,304.92
Total Liabilities		585,437.57
Deferred Income		320,787.88
Net Worth		
Balance, January 1, 1965	44,952,333.54	
Add:		
Excess of Income over Expenses for the year ended December 31, 1965	<u>4,748,765.68</u>	49,701,099.22
Total Liabilities, Deferred Income and Net Worth		<u>\$50,607,324.67</u>

This Balance Sheet is subject to a contingent liability of \$150,000.00 for judgment rendered in Hatas vs. I.B.T., et al, court case.



**INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
AND ITS SUBSIDIARY-TEAMSTERS' NATIONAL HEADQUARTERS BLDG. CORP.**

Statement of Income and Expenses for the Year Ended December 31, 1965

Operating Income			
Fees			
Per Capita .....	\$18,556,207.75		
Initiations .....	837,776.50		
Organizational .....	225.00		
Back Tax .....	116,875.72	\$19,511,084.97	
Other Income			
Sale of Supplies .....	102,042.19		
Refunds, Claims, Sales and Overpayments .....	337.25	102,379.44	
Total Operating Income .....			\$19,613,464.41
Deduct:			
Operating Expenses			
Donations to Subordinate Organizations .....	2,599,952.89		
Organizing Campaign Expenses .....	2,541,613.74		
Supplies Purchased for Resale .....	67,569.43		
The Teamster Affiliates Pension Fund .....	4,091,391.75		
Convention Expense .....	1.10		
Magazine "International Teamster" .....	1,012,437.33		
Legal Fees and Expenses .....	421,286.02		
Retirement and Family Protection Plan .....	820,239.74		
Judgments, Suits and Settlements .....	246,500.00		
Appeals and Hearings .....	11,490.08		
Officers', Organizers' and Auditors' Salaries .....	941,424.24		
Officers', Organizers' and Auditors' Expenses .....	583,293.46		
Staff Salaries .....	360,100.59		
Staff Expenses .....	17,203.08		
Printing and Stationery .....	11,848.28		
Postage .....	18,278.74		
Telephone and Telegraph .....	63,825.77		
Express and Cartage .....	10,322.67		
Office Rent .....	16,863.83		
Office Supplies and Expenses .....	46,666.67		
Office Furniture and Equipment Expense .....	6,617.95		
Auditing Expenses .....	4,060.00		
Bonds and Insurance .....	34,030.59		
Building Occupancy Expense			
Custody .....	12,355.03		
Maintenance, Supplies and Service .....	173,148.61		
Supervision and General Expense .....	18,917.41		
Cafeteria and Kitchen .....	75,838.00		
Depreciation, Building .....	100,431.38		
Insurance, Building .....	6,485.66		
Taxes, Real Estate .....	67,129.82		
Occupancy Expense Reimbursement Adjustment .....	1,566.88		
General Executive Board Meeting Expense .....	39,991.43		
General Executive Board Authorizations .....	9,230.79		
Donations to Public Causes .....	161,236.60		
Donations to Allied Organizations .....	9,000.00		
San Francisco Office .....	6,506.46		
Dallas Office .....	3,720.00		
Seattle Office .....	12,000.00		
New York Office .....	10,000.00		
Public Relations .....	141,699.33		
Taxes, Personal Property and Others .....	11,397.60		
Taxes, Social Security .....	64,092.72		
Departmental and Divisional Expenses .....	1,444,296.11		
Auto Repair and Maintenance .....	6,416.26		
Aircraft Repair and Maintenance .....	96,659.31		
Depreciation and Amortization .....	83,761.88		
Health and Welfare .....	23,768.33		
Participation in Labor Movement Causes .....	2,897.46	\$16,509,565.02	
Net Income from Operations .....			\$ 3,103,899.39
Add:			
Financial Income			
Income			
Interest on Investments .....	\$1,629,557.89		
Discount Income .....	60,761.22	1,690,319.11	
Expenses			
Service Charges .....	45,972.27		
Investment Expenses .....	6.13		
Bond Premium Amortization .....	205.12	46,183.52	1,644,135.59
Total Operational and Financial Income .....			\$ 4,748,034.98
Add:			
Other Income			
Defunct Local Union Funds .....	208.10		
Gain on Sale of Fixed Assets .....	205.00		
Other .....	317.60	730.70	
Excess of Income over Expenses for the year ended December 31, 1965 .....			\$ 4,748,765.68



## ● Crash-Proof at 50 mph

Sponsors of a prototype of an auto designed to be safe rather than stylish say it would save at least 160,000 lives in the next decade if the basic outline were adopted by auto manufacturers.

Designed at the behest of a group of congressmen from New York State, the vehicle reportedly would be crash-proof at 50 miles per hour.

Cutaway drawings of the automobile show a great amount of deep, energy-absorbing cushioning within the car, also extensive use of flexible glass.

## ● Hard Driving Challenge

If you drove 50 miles an hour day and night for nearly 85 years you could travel over every road and street in the United States—provided you did not have to stop and consult maps or go over the same route twice.

The Department of Commerce reports that as of the end of 1964 there were 3,644,069 miles of highways and streets in the United States. Municipal mileage totaled 491,492 while there were an estimated 3,152,577 miles of rural area roads.

Nearly 914,000 miles of all routes—or 25 per cent of the total—were unsurfaced. The mileage of unsurfaced routes has declined at an average rate of 2 per cent annually in recent years.

## ● Mediator Comments

Theodore W. Kheel, one of the nation's top mediators of labor-management disputes, says he remains opposed to arbitration and is against anti-strike laws for public service or any other group of workers.

Kheel played a prominent role in settling the recent New York City transit strike. Later, he commented that there is constant improvement in the collective bargaining process, and expects to see still more improvement despite "occasional failures."

Kheel, a veteran of 28 years at the bargaining table, said those who seek ways to prevent walkouts by public employees will only find disappointment.

## ● Medicare Popular

More than 12 million senior citizens have signed up for the voluntary medical coverage under the Medicare program, according to the Social Security Administration.

Robert M. Ball, commissioner of Social Security, said it appeared certain that "we will equal or even exceed the 80 per cent participation figure that we thought likely."

He added: "I can think of no other time in history when 12 million people have agreed in the space of five months to pay \$3 a month on a continuing basis for anything."

## ● Cost of Living

Living costs hit a new high at the end of 1965 and an even bigger increase is expected this year, according to the Labor Department.

The Consumer Price Index ended the year 2 per cent higher than at the end of 1964. It was the sharpest increase since 1958 as the Index hit 111.0 per cent of the average 1957-59 prices.

In terms of purchasing power, the high point last December meant that it cost \$11.10 to buy what cost \$10 about eight years ago.

## ● Scrapped Vehicles

A record 6,440,348 cars and trucks were not re-registered during 1965 and thus were presumed to have been scrapped in 1964, according to the R. L. Polk & Co., annual report on scrappage.

It was the second straight year that scrapped vehicles topped the 5-million mark. The old high was 6,099,156 set in 1963.

As of Jan. 1, 1964, nearly 73.7 million cars and trucks were registered in the United States—an increase of about 3 million over the previous year.

## ● AT&T Profits Probe

One of the biggest, and expected by some to be the longest, hearings in American corporate history is due to open soon when the Federal Communications Commission starts to look into the profits of American Telephone & Telegraph.

Specifically, the FCC is interested in knowing whether AT&T overcharges its customers. FCC accounting experts say AT&T's profits are higher than the 7.5 per cent rate claimed by the giant corporation.

AT&T achieved new highs last year in gross and net income as its profit totaled \$1,796,000,000.

## ● Medicare and Taxes

The Medicare law made major changes in the income tax rules for deducting medical expenses, but the changes do not apply to the 1965 return which taxpayers are now filing.

The changes will not apply until 1967, for which taxpayers will not be preparing returns until 1968.



Taxpayers are urged to not be stampeded by whatever they hear or read about tax alterations as they prepare their returns this year.

## ● IRS Probing RTW

Internal Revenue Service investigators reportedly are taking a close look at the National Right-to-Work Committee.

Object of the probe is the organization's tax exempt status and the gimmicks it uses to collect money to keep state compulsory open shop laws on the statute books. In soliciting funds of businessmen, the National RTW Committee told businessmen they could deduct contributions as business expenses.

IRS Commissioner Sheldon S. Cohen says no conclusions have been reached yet as to whether contributions to the organization are deductible.

The April 15th deadline for filings, meanwhile, has been getting closer and closer.

## ● Job Fatalities

Some 14,100 American workers died as a result of on-the-job accidents in 1965, according to the National Safety Council. The total was only 100 fewer than in 1964.

The Council said disabling injuries resulting from work accidents totaled 2,100,000 in 1965, up from 2,050,000 the previous year.

By work categories, the 1965 on-the-job death toll was: transportation and public utilities, 1,700; construction, 2,700; manufacturing, 1,800; mining, oil and gas wells, 700; service and government, 3,000; agriculture, 3,000; and trade, 1,200.

## ● Trading Stamp Values

Housewives making the decision on what markets to shop in will be interested to learn that the average trading stamp book has a retail value of \$3.11, or less.

The \$3.11 overall average was based on a sampling of 100 premium items offered by a leading stamp firm. The study was made by two faculty members of Colorado State University and reported in *The Journal of Retailing* published by New York University's Institute of Retail Management.

The researchers found, incidentally, that trading stamp value changed with the type of premium selected; that is, the stamps are worth more for high-markup items such as lamps, but worth less for low-markup items such as small appliances.

## ● Fee Splitting

Labeled an "evil practice" which still exists in some communities, fee splitting has been attacked by the American College of Surgeons. Calling for an end recently to fee splitting, the surgeons' group stated:

"When the referring physician participates as a member of the operating team, he should bill the patient directly and not receive his compensation

as a share of the surgeon's fee—*nor should he be compensated for the mere act of referral.*" (Italics added.)

## ● Containerships

United States Lines advertised recently that it is inaugurating the first containership service to Europe during the month of March.

Trailers transported to New York City will be loaded on ships at a 680-foot-long concrete loading area, bringing into reality transatlantic door-to-door transport.

Containerships will depart weekly to and from Antwerp and Rotterdam.

## ● Highway Carnage

A record 49,000 traffic deaths occurred in the United States last year, according to the National Safety Council.

The Council reported that 1.8 million persons also suffered disabling injuries in 1965 motor vehicle accidents. The economic loss was calculated at \$8.5 billion of which \$5.5 billion was in wage loss, medical expense, and overhead insurance costs.

There was an estimated 5 per cent rise in the total number of vehicle miles traveled last year—to 880 billion miles.

## ● Reflecting Tags

Two dozen states will issue reflectorized license plates this year, according to the American Automobile Assn. Only 7 states used such tags last year.

The Triple-A says that of the states using reflectorized tags this year, 20 have selected reflective backgrounds and the other 4 have adopted reflective numerals.

Several other states are considering changing to the reflector type plates.

## ● Farmer Income

The farmer's average share of the consumer's food dollar in 1965 was 39 cents, according to the Agriculture Department.

In 1964, the farmer's share was 37 cents. The increase in the annual average was the first since 1960 and the largest since 1951. The record farm share of the consumer's food dollar was 54 cents in 1945.

Agriculture Department spokesmen said the farm-retail spread for the "market basket" of farm-originated foods declined 1 per cent last year, the first contraction since 1950.

## ● Wage Guide Comment

Leon H. Keyserling, one-time head of the Council of Economic Advisors, says the Council of Economic Advisors' current wage guideline is "economically unsound, and unfair . . ."



# WHAT'S NEW?

## Slip-on Chains Are Easy and Sure

A slip-on tire chain is now available that resembles strap chains, minus the straps, but the resemblance ends there. Easier to install, they stay put with no straps to slip or break and no thrown chains. Special T-shaped lugs are welded to rims, inside and out on buses, trucks and tractors, including those with dual wheels. Generally, four sets of lugs are installed on each wheel but more can be used for big rigs or severe traction problems. In the case of cars with tubeless tires, lugs are applied to rims with a special crimping tool.

In mounting, connecting links on each end of the chain slip sideways over the T, which is parallel to the edge of the rim. This holds the link securely in place when the chain is positioned. Self-holding clamps and grooved plates on both ends of the chain provide a take-up adjustment. Attached to inside lug first, the chain is brought over the tire and hooked to the outside of the wheel where final take-up is made for snug fit.

Ideal for city-suburban operations, the slip-on chains are quickly installed on the road in areas where ice or snow require chains. It is not necessary to jack up the vehicle. They can be easily and quickly removed when not needed to save wear and tear on chains and tires. In year-round use, they provide traction in mud, on soft shoulders and for off-highway travel.

## Catalytic Muffler Reduces Contaminants

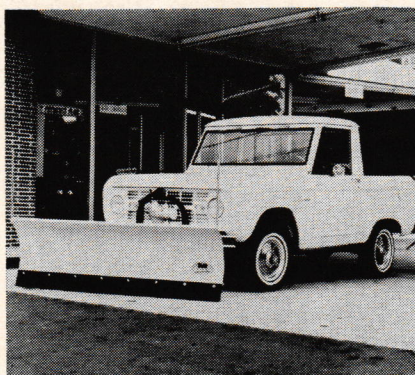
Odors, eye and nose irritations and smoke found in diesel exhaust are reduced by the installation of a new catalytic muffler. Proven effective in prolonged testing on buses in several large cities, it is mounted in the same position as the acoustic muffler it replaces. The catalyst and the specially-designed muffler hardware combine to reduce the exhaust contaminants and

muffle the engine's noise without producing undesirable back pressure on the engine.

## Blind Rivets of 305 Stainless Steel

Where both strength and corrosion-resistance are required a blind rivet of high-luster 305 stainless steel will fill the bill. Various styles and sizes are available with countersunk or domed heads. Positive vibration-, dust- and moisture-proof fastening are assured by the exclusive "doughboy" head.

## Snow Plow Designed For Ford Utility



A new 78-inch snow plow has been developed in coordination with Ford Motor Company engineers specifically for use with the new Ford "Bronco" utility vehicle.

The new plow is custom-designed to match the weight and power of the rugged new Ford entry in the utility vehicle field. Called "power balanced," this unique design concept assures highest snow clearing efficiency, maximum safety to equipment and operator, and longest operating life.

Outstanding trouble-free performance is promised by the exclusive design and electric-welded angle iron construction. Rugged components, such as Corten steel moldboard, Esna locknuts and cadmium-plated hardware, are featured. Construction quality is backed by a full one-year warranty.

Standard features of the new snow plow include: fast attachment or removal, a safety spring trip that allows the plow to travel over obstructions without losing its snow load, a manual 5-position adjustment for angling the plow to right or left, inherent high-

strength construction, replaceable long-wearing steel cutting edge, and simplified plowing height adjustment.

Each plow is delivered complete with all necessary mounting hardware, plus a front-mounted self-contained lift which gives the operator in-cab finger-tip control for hydraulically rising, lowering or holding the plow in any position. If desired, a conventional fan-belt driven lift unit may be specified.

Optional power equipment offered includes a feature which reduces snow clearing time up to 50% by permitting the operator to change the blade angle a full 30 degrees left or right without leaving the cab.

## Great Weight Saving With Aluminum Radiator

An aluminum radiator has been developed for trucks that weighs only 26½ pounds or 11½ pounds less than an equivalent copper-brass unit. Joints are as strong as the aluminum itself by reason of the bonding of aluminum components by brazing.

## Explosion Proof Motors For Hazardous Locations

A nationally-known firm is offering a line of explosion-proof 12v DC motors for mobile use in hazardous locations. Recommended for powering hose reels, pumps and other rotating, intermittent-duty equipment, they feature a design that permits safe operation with gasoline, naphtha, butane, propane, natural gas and other inflammable and explosive products.

*WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018*

*A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.*





# LAUGH LOAD

## All Depends

Son—What do you call a man who drives a car?

Dad—It depends on just how close he comes to me.

## Modern Prayer

The wife of a TV announcer put her small son to bed and reminded him to say his prayers.

"Oh, Lord," mumbled the boy, "please bless mom and dad and give us this day our slow-baked, oven-fresh, vitamin-enriched bread."

## Bravo

Seven-year-old Albert performed so well in the local concert, he was required to give an encore.

"Well, Albert, how did you get on?" his father asked later that night.

"Why, I thought I did all right," replied the youngster, "but they made me do it again."

## Railroad Story

A construction foreman received the following memo from a workman: "I shall be sending an accident report form about Casey's foot, which he struck with a sledgehammer. Now, under 'Remarks,' do you want mine or Casey's?"

## Merely A Mailman

Postman and dog stood eyeing each other at the gate when the lady of the house came to the door. "Don't be afraid of the dog," she said. "She's a female, you see, and she likes you."

"Madam," countered the fellow with

the sack on his shoulder, "the mere fact that she's a female does not assure me that she has any affection for me. I'm a mail man, not a male dog!"

## Simplicity Itself

When the directions say it's so simple that a child can do it, get wise and let a child do it!

## Look Alike

Two beatniks were sitting on a bridge with their feet dangling in stagnant water. One says, "Man, an alligator just bit off my foot."

The other asks, "Which one?"

His wounded friend says, "How do I know, Clyde? You see one alligator and you've seen them all."

## Too Much Impact

"As a matter of fact," said the lawyer for the defendant, trying to be sarcastic, "you were scared half to death, and don't know whether it was a motor car or something resembling a motor car that hit you."

"It resembled one all right," the plaintiff made answer. "In fact, I was forcibly struck by the resemblance."

## Humble Truth

Humility has been described as looking ashamed while you're telling people how wonderful you are.

## It All Depends

Bob: Is it bad luck to have a cat follow you?

Rob: That all depends on whether you're a man or a mouse.

## No Old Moss-Back!

"Why don't you go to work?" queried a housewife of a tramp.

"Don't you know that a rolling stone gathers no moss?"

"Madam," replied the tramp, "I don't wish to evade your question. But may I ask of what use is moss to a man in my condition?"

## Good Reason

At a popular port all the crew applied for shore leave except one man.

"What's the matter?" asked an officer. "Are you the only one who hasn't a wife in port?"

"No," replied the exception. "I'm the only one who has!"

## One or the Other

"Can I go out and play with the boy next door, Mummy?"

"No. You know I don't like him."

"Then can I go out and fight him?"

## Large and Small

Sign in a Juneau, Alaska, restaurant:

Large bowl clam chowder: 50¢—Texas size: 25¢.

## It's Mutual

The young fellow was aware he had the blessings of his girl friend's father, but told him, "I want to get married, but freeze up when I try to speak. Here I've been waiting for two years to pop the question."

"Well, I wouldn't wait a day longer," advised the father. "She's been waiting longer than that to pop the answer."

## Father and Son


The time had come for the young man to start feeling his oats. He approached his father and said, "Dad, I'm leaving home. I'm going to find fame, adventure, fortune, beautiful women. Don't try to stop me, dad, my mind's made up."

The old man jumped from his chair. "Who's trying to stop you?" he exclaimed. "I'm going with you!"



# FIFTY YEARS AGO

in Our Magazine



Vol. XIII

(From the March, 1916, issue of the *TEAMSTER*)

Number 3

## High Dues Make Unions Powerful

The one thing which employers fear in labor organizations is power. Power is necessary to make these organizations effective. Some employers have officially endorsed labor organizations of the "proper kind." Of course the proper kind in their estimation is the carefully expurgated edition from which all evidences of power have been carefully repressed. Such institutions would be labor organizations in name only.

Those organizations which are vigorous and powerful to promote the well-being of their members are invariably those organizations which have established high dues. Union funds constitute a kind of insurance for those who constitute them. Considered from a business viewpoint there is no investment that will give so high a rate of returns as union dues.

## Largest St. Louis Dairy Organized

Local No. 603, Milk Wagon Drivers of St. Louis, has been successful in lining up one of the largest dairies in St. Louis, signing a union-shop agreement with said dairy. This concern has been antagonistic to this union ever since it organized. It found its trade slipping away from it gradually and decided it was best for it to do business with the union. The settlement means an addition to the organization of a least four hundred members, and the union, in a short time, will have between six and seven hundred members. Auditor Briggs was in St. Louis assisting the officers of our union there in handling this affair.

## TAX THE RICH TO PAY WAR COSTS!

Investigations conducted by Basil M. Manly, director of the Committee on Industrial Relations, have produced data showing that President Wilson's program of preparedness can be financed by moderate increases in the income tax rates and the imposition of a moderate Federal tax on inheritances.

The report of Mr. Basil M. Manly, director of research and investigation for the United States Commission on Industrial Relations, shows that:

"Between one-fourth and one-third of the male workers 18 years of age and over, in factories and mines, earn less than \$10.00 per week. From two-thirds to three-fourths earn less than \$15.00 per week.

"There are in the United States 1,598 fortunes yielding an income of \$100,000 or more per year.

"Forty-four families in 1914 had incomes of \$1,000,000 or more each.

"Two per cent of the people own 60 per cent of the wealth."

## Boston Drivers Hope To Sign Hood Dairy

A rumor has reached this office, and we hope it is true, or that the rumor is well founded, that the Hood Dairy Company, the largest milk concern in Boston, is thinking of doing business with our milk wagon drivers' union in that city.

We hope and trust that within a short time the fruits of their campaign will be realized and that the fight between this concern and our union will be ended.

## Lock Out Ends!

We stated in our last issue that Local No. 229 of Scranton, Pa., had a lock-out involving about sixty men. Brother Ashton was down there and handled this affair, with the result that an agreement was reached and all the men returned to work under conditions which makes every one in the district happy — union-shop agreement, increase in wages, and other concessions.

## PHEW! LIMBURGER CHEESE EATING CONTEST IS HELD

Mr. D. J. Tobin of Indianapolis, Ind., writes to let the readers of the official Journal know that there is not a shoe store in the city of Augusta but has one of the stickers on or near the show window which reads, "Rubber boots and shoes made by the La Crosse Rubber Mills Company are scab shoes. The above firm has locked out its union workmen and denounced organized labor. I don't wear their products, do you?"

If some union man in every city would do this they would soon feel it and wake up to the fact that the world was against them.

We had a Dutch contest at our last meeting, which was to see who could eat the most limburger cheese. Most of our members are members of the Women's Union Label League, and believe me we are putting the labels on the market. The M. & M. Association are with the union people.

## America Proud Of Free Schools

Two hundred years ago in England it was the law that children convicted of stealing should suffer the death penalty.

At that time there were no free public schools or public schools of any kind. All schools were privately operated for profit.

The cost to the parents of sending their children to these private schools (conducted for profit) was so large that men who worked for the ordinary wages of that time were not able to send their children to school at all.

In 1829 in the city of Philadelphia, the city of brotherly love, the home of the liberty bell, some public-spirited citizens attempted to organize a meeting to promote the idea of free public schools; to be supported by general taxation. They were set upon by the police, beaten, thrown into prison, called anarchists and undesirable citizens.

Some property owners said it was confiscation to tax one man's property to educate another man's children. They said that each man should pay for the schooling of his own children or their children should go unschooled.

People who opposed this idea of free public schools said that if parents who were poor were relieved of paying for the schooling of their own children, and relieved of this responsibility, these parents would become lazy and shiftless.

Last year in the United States over seven hundred and fifty million dollars, raised by general taxation, was spent on free public schools, and the taxpayers are prouder of and more satisfied with this expenditure of public money than with any other.



Spring is Just  
around the corner...

...so are  
the  
children.



**PLEASE DRIVE CAREFULLY**